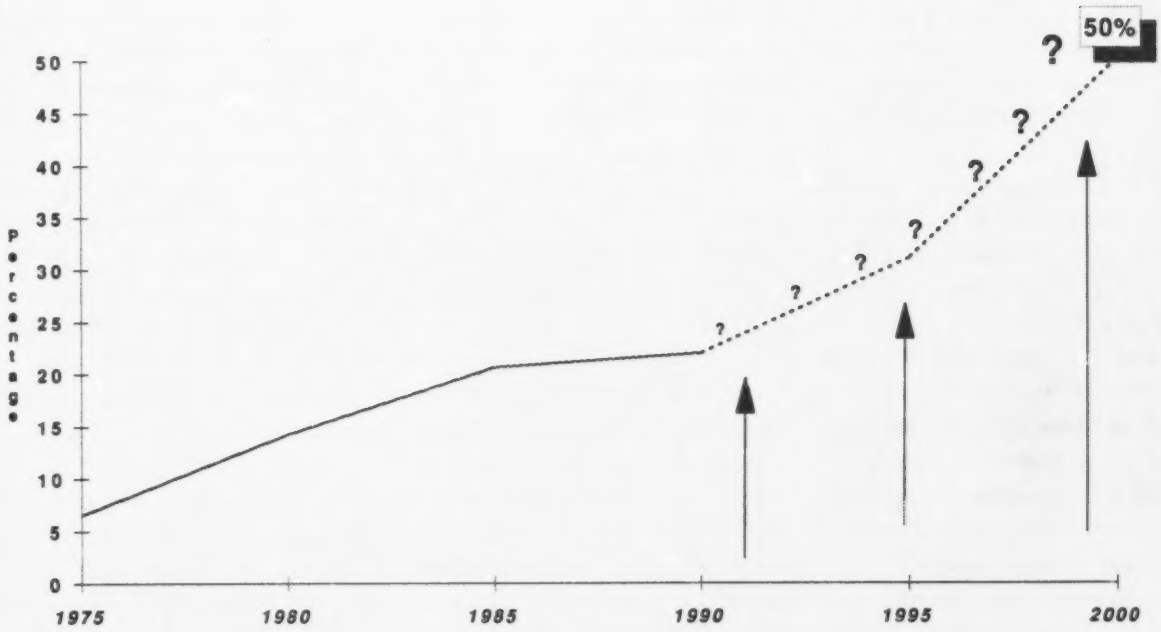
WOMEN 2000

No. 2, 1990



REVIEW AND APPRAISAL 1990

INTRODUCTION

For those familiar with the work of the United Nations in the area of improving the status of women world-wide, the Nairobi Forward-looking Strategies for the Advancement of Women, or simply the Strategies or FLS, have become household words. The strategies were adopted by consensus by the 157 States represented at the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, held at Nairobi in July 1985. They were subsequently adopted without a vote by the General Assembly at its fortieth session in resolution 40/108 of 13 December 1985.

The Strategies called for the regular monitoring of their implementation and for the Commission on the Status of Women to "consider on a regular basis reports on the progress made and concrete measures implemented at national, regional and international levels to advance the status of women in relation to the goals of the Decade - equality, development and peace - and the subtheme employment, health and education - and the strategies and measures to the year 2000". The Economic and Social Council, in its resolution 1988/22 of 26 May 1988, established a comprehensive reporting system for the five-yearly review and appraisal of the implementation of the Strategies.

As world conferences on the status of women had been held at five-year intervals since 1975, it had been anticipated by many that a world conference would also be the forum for the first review and appraisal. That did not prove possible for financial reasons and, instead, the thirty-fourth session of the Commission was extended by two days to accommodate discussion on the review and appraisal in addition to the regular agenda items.

The present issue of *Women 2000* gives a synopsis of the preparation for, deliberations of, and conclusions emerging from the thirty-fourth session of the Commission, which was held at Vienna from 26 February to 9 March 1990. The final version of the recommendations and conclusions arising from the review and appraisal, as adopted by the Commission, is reproduced in the present publication.

HOW THE REVIEW AND APPRAISAL WAS MADE

In order to comply with the instructions laid down for the review and appraisal, the United Nations Secretariat through the Division for the Advancement of Women was responsible for gathering data from national governments and intergovernmental and non-governmental organizations. A questionnaire was compiled for the purpose of procuring from these sources all related information that would illustrate the current situation. Unfortunately, response to the questionnaire was extremely limited.

On 28 June 1988, the questionnaire was sent to all 170 countries on the official distribution list. By 15 January 1989, the deadline set for response, only 8replies had been received. Finally, 55 replies were received by the Secretariat in time for inclusion in the report of the Secretary-General on the review and appraisal of the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women: progress at the national, regional and international levels in the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women (E/CN.6/1990/5). Ten replies failed to include the part of the questionnaire requesting detailed substantive information.

A parallel survey was conducted on non-governmental organizations by means of a letter sent, together with a copy of the questionnaire, to all 822 non-governmental organizations in consultative status with the Economic and Social Council. By June 1989, reports had been received from 39 organizations, of which 17 dealt with substantive issues. Only 12 organizations completed the questionnaire.

As the weak response was already evident by early 1989, it was possible for the Commission to take action at its thirty-third session. The Council subsequently adopted resolution 1989/32, by which the Secretary-General was urged to contact the national machinery of the countries that had not responded, and also requested to make use of the results of the *1989 World Survey on the Role of Women in Development*. The Secretariat made use of all available information sources, including replies to the questionnaire sent to national machinery in May 1989, for the purpose of gathering material for *Women 2000*, No. 3, 1989.

On the basis of the information gathered, the Secretariat drew up draft recommendations and conclusions in accordance with a request contained in the Council resolution 1989/32. These served as the basis for discussion at informal meetings of member States during the forty-fourth session of the General Assembly in November 1989. The draft was amended on the basis of comments received from delegations and presented to the Commission on the Status of Women at its thirty-fourth session in document E/CN.6/1990/6. During the Commission session, again as requested in Council resolution 1989/32, a committee of the whole was established to review and finalize the draft recommendations and conclusions.

GLOBAL TRENDS AFFECTING IMPLEMENTATION OF THE STRATEGIES

Many of the obstacles to the advancement of women derive from structural and demographic phenomena that change only slowly. While these phenomena incorporate the pre-existing inequalities that the implementation of the Strategies should eliminate, their change will only affect conditions for younger women, as the main factors centre around women's life cycle and access to education.

FERTILITY AND CHILDBEARING

Both the time women devote to childbearing and the lack of social recognition of this time play a considerable role in women's opportunity of participating in society and on the mode and degree of their participation (see table 1).

The traditional link between the ages of puberty and marriage in many parts of the world is no longer as strong as it was and there is now a transitional period between childhood and adulthood during which decisions have a considerable impact. Generally, a woman who marries at an early age has little opportunity of continuing at school or of competing on an equal basis for employment.

LITERACY AND EDUCATION

The global illiteracy rate for adults of both sexes is estimated to have decreased from 39.3 to 27.7 per cent between 1960 and 1985. However, the total number of illiterates has risen owing to the considerable increase in population during the same period. In 1985, an estimated 561 million women were illiterate and constituted nearly two thirds of the 889 million illiterates in the world. In spite of the decrease in the female illiteracy rate from 45 to 35 per cent and the fact that developed countries are close to eradicating illiteracy, 49 per cent of the adult women in developing countries were still illiterate in 1985 (see figure I). Although illiteracy rates are expected to continue to decline in the near future, especially owing to efforts undertaken in connection with International Literacy Year 1990, the projected increase in the adult population also means that there will be a numerical increase in the illiterate population. The number of female illiterates is increasing, not only in absolute terms but also in relation to males.

Although female enrolment in first-level education has matched the growth of population since 1970, the world ratio of girls to boys at the elementary level has hardly improved, having reached 81.6 girls to every 100 boys in 1984. World-wide, the number of

Table 1. Demographic indicators for developed and developing countries, mid-1980s

Indicator	Developed countries	Developing countries		
		Africa	Asia	Latin America
Age at first marriage	23	17	17	19
Age at birth of first child	23	19	20	20
Years between first and last birth	7	17	16	16
Number of live births	2	7	7	6
Years of life expectancy at birth of last child	47	29	36	38

Source: *Data Highlights*, No. 5, February 1989.

READEX FICHE

girls in second-level schools increased by 66 per cent between 1970 and 1984. At 141 per cent, the increase was particularly impressive in developing countries over the 14-year period.

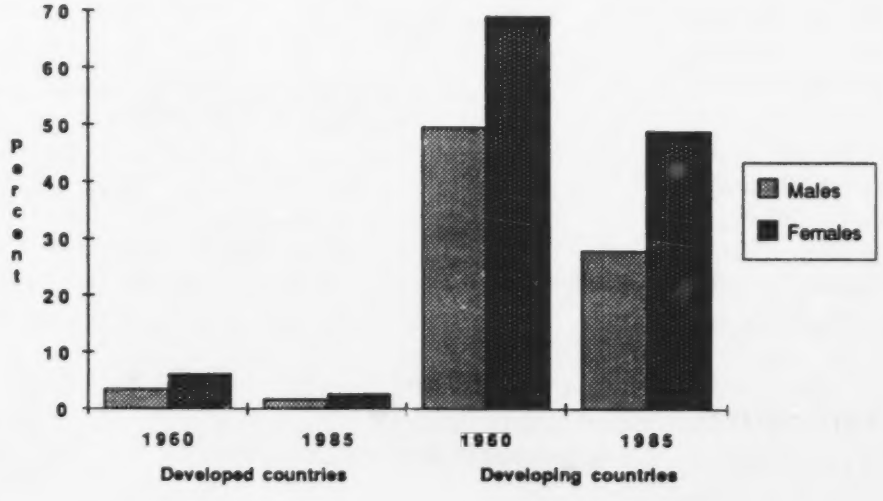
Between 1970 and 1984, the enrolment of women in third-level education nearly doubled in developed countries and almost quadrupled in developing countries. Thus, the gap between the two groups of countries is rapidly closing, although in 1984 developing countries still had only half as many female students as the developed countries. While enrolment of women has almost reached equality with that of men in developed countries, in 1984 just over a third of the students in developing countries were women and, although a rapid increase in the number of women students can be observed, progress in closing the gap has been slow, as the number of male students has also increased.

EMPLOYMENT

Despite the improvement in access to education for women, the long-term effects on women's employment in the formal sector have, in general, not improved. As can been seen from figure II, in no region has the participation of women in the economically active population reached parity with that of men, nor has it improved recently in any region.

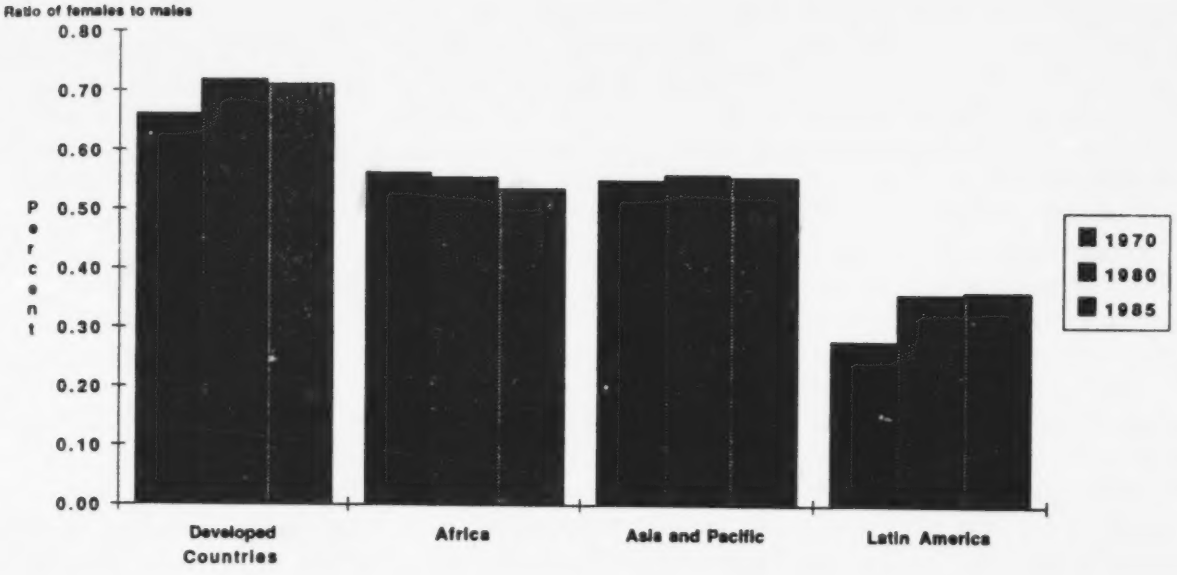
This situation has potentially disturbing consequences, particularly for the prospects of achieving significant improvement by the year 2000. Projections by the International Labour Organisation, on the basis of existing trends, suggest no improvement. Not only is the activity rate for women constant but also the gap between women and men remains virtually unchanged. If supplementary jobs are not created, many women will find themselves in the informal sector with all the disadvantages that it represents, not only for themselves and their families but also for the State, which will be faced with mounting demands for social support services.

Figure I. Illiteracy rates, 1960-1985



Source: *Data Highlights*, No. 6, figure I.

Figure II. Sex ratio in the economically active population, 1970, 1980 and 1985



Source: Women's Indicators and Statistics data base, compiled by the Statistical Office of the United Nations Secretariat.

WORLD ECONOMIC SITUATION

The economic conditions of the 1980s, by restricting growth and reducing national capacity to mobilize the public sector for social and economic change, have lessened the likelihood of rapid progress towards achieving the objectives of the Strategies.

The five years since the first *World Survey on the Role of Women in Development* have been characterized by uneven economic growth that has often aggravated the differences between regions. In developed countries, a period of steady economic growth and slowing population growth, often accompanied by lower energy and food costs, has meant an unprecedented increase in material consumption. In some countries in Asia, there has been steady growth through trade and manufacturing, leading to rising levels of prosperity. In Africa, Latin America and the Caribbean, economic stagnation or even negative growth, continued population increase, the prolonged international debt crisis and the adjustment policies designed to mitigate it have constrained the activities of women as individuals, as carers and providers for families and households and as participants in the practical development of their countries.

Recession and economic restructuring in the face of external debt have led Governments to focus on these problems, often to the neglect of longer-term issues that have a direct bearing on the advancement of women. At the same time, pre-existing conditions of inequality between men and women - in health and nutrition, levels of literacy and training, access to education and economic opportunity, and in participation in decision-making at all levels - have sometimes been exacerbated both by the crises themselves and by the policies adopted to cope with them.

Although both women and men suffer the effects of the crisis, it is more often women who are willing or forced to modify their lives to adjust to the changed economic circumstances of their households, thus giving the current economic situation its gender dimension. Data on employment and unemployment are inconclusive as to the effects of the crisis and the ensuing adjustment on the employment conditions of women. Unemployment is re-

ported to have grown more for men than for women during the crisis, while it is possible to detect a longer-term decline in women's employment in its immediate aftermath.

In countries where adjustment was particularly severe, there was a tendency for girls to be withdrawn from school, presumably to help families in economic activity or as substitute carers. Malnutrition is reported to have increased in many of the countries that applied adjustment measures during the 1980s, especially as a consequence of the decline in the purchasing power of the poor. Whether or not there has been a systematic sex bias in the distribution of food within poor families in favour of their male members is difficult to say because of lack of data. However, on the basis of research on intra-household feeding patterns, which proved that women tended to eat less and also to eat less nutritive food, it is possible to argue that more women than men suffer from malnutrition in periods of declining family incomes.

Economic recovery and advancement towards the social and political goals of development require the participation of the entire population. The question is how policies to restore and stimulate growth can be combined with programmes to eliminate basic inequalities in terms of access to services and opportunities.

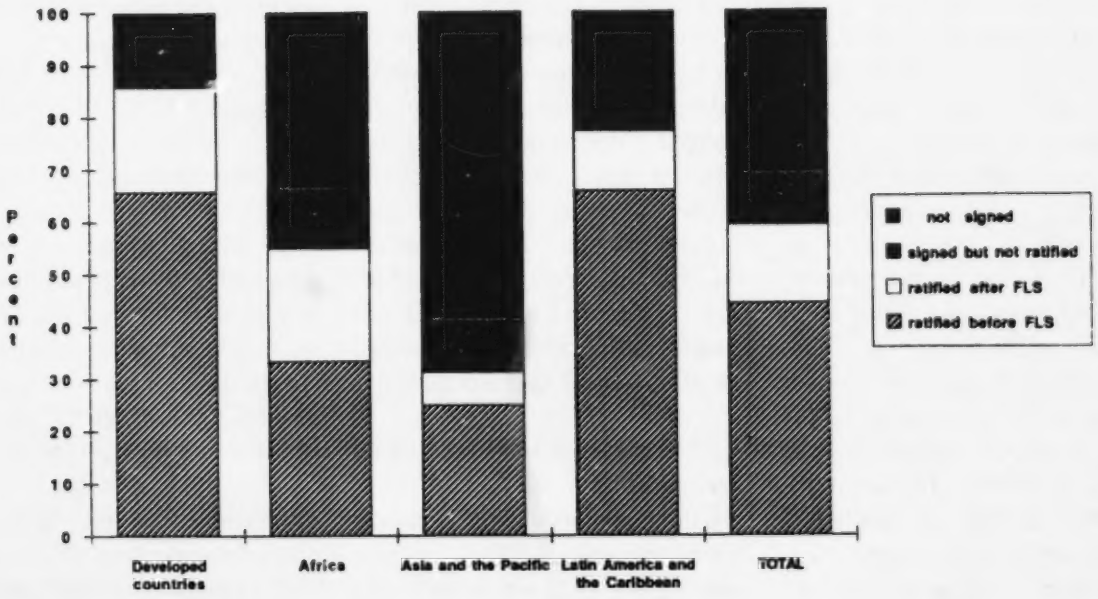
PROGRESS AT THE NATIONAL LEVEL

EQUALITY

The main international instrument promoting equality between the sexes is the Convention on the Elimination of All Forms of Discrimination against Women, which by 31 January 1990 had been ratified or acceded to by 101 States. There are notable regional differences in the acceptance of the Convention, as can be seen in figure III.

While almost all of the developed and about half of the developing countries reporting claim to have achieved *de jure* equality, one developed country

Figure III. Distribution of countries within each region having signed or ratified the Convention on the Elimination of All Forms of Discrimination against Women



Source: E/CN.6/1990/5, figure V, p.40.

states that *de jure* equality has not been achieved and the other half of the developing countries indicate that inequality still exists in certain provisions, particularly those pertaining to property, family laws, employment legislation and the application of laws. Several countries have made amendments to, or revisions of, existing laws to ensure the rights of women and to improve their status and eliminate discrimination, particularly in the field of civil law. In recent years, several countries, both developed and developing, have adopted national plans of action for the advancement of women. Many report on reviews of legislation relating to sexual assault and rape and on measures to prevent domestic violence. Some mention the revision of laws regarding adultery, equal employment opportunity acts and the implementation of equal pay for equal work.

Measures to eliminate *de facto* discrimination through legal literacy programmes, legal assistance and counselling for women are mentioned by several countries. Other measures taken to combat *de facto* discrimination are varied. Legislative measures in some countries include new equal status acts, pay equity acts, acts on equality of men and women in appointing members of public committees, equality committees to ensure equality in personnel policies, equal treatment acts to ensure equal admission to public service through anonymous tests and the active promotion of career advancement and managerial responsibilities for women.

While many countries recognize that equal social participation requires an environment that supports and encourages successful integration of work and family responsibilities and some report an improvement in the *de facto* situation as a result of equality legislation, one country reports on a programme adopted by the Government with the objective of changing social and cultural patterns in the behaviour of men and the stereotyping of women's traditional roles. A legal right to maternity leave exists in almost all developed countries and, in one, the principle of both parents sharing the responsibility for the care of children is asserted by law. A few developing countries report on provisions for maternity leave but in many, qualifying conditions, such as participating in social security schemes, often exclude a high proportion of working women.

Many countries recognize the influential role played by the mass media in combating discrimination and stressing equality and some report on active work to raise public awareness of sex-discriminatory advertising. Special information is distributed to schools and educational material and curricula are being reviewed with the aim of eliminating sex-role stereotyping. Most of the developed countries mention measures being taken to disseminate information free of charge on women's rights and opportunities, as well as to support research on women's topics in order to enhance equality between men and women and to abolish sex stereotyping in society. Public legal information on women's rights is provided by various government departments, legal aid centres and women's organizations.

With regard to equality in political participation, most countries state that efforts have been made to increase the representation of women, but only a few of the developed countries report a substantial increase of women in decision-making positions during the past 10 years. The many reports on action taken to encourage the participation of women in politics include: training programmes for women to improve their management and leadership skills; promotion of women's participation in international meetings, of both official and non-governmental organizations; special encouragement given to women to apply for traineeship within the foreign service; the application of a quota system on the recruitment of women to public administration; governmental support for training women in political participation; and measures to ensure that the political interests of women are represented. In spite of such measures, progress is reported to be slow.

DEVELOPMENT

There is a growing tendency to see the participation of women as a key economic factor in the whole development process. Rather than pursuing special projects concerning women, many countries try to include women in general development projects and have thus adopted special national plans or strategies. Only very few countries say that they have no specific agenda for women in development. Some developing countries report on socio-economic changes experienced in

recent years that have had far-reaching effects on the status of women in general: smaller families; higher age at marriage; liberalized laws to protect women's rights; increased economic opportunities; greater access to education; and improved health. The most common measures taken to promote the integration of women into economic development emphasize income-generating activities by the provision of vocational training and education at all levels.

In general, employment among women is reported to have increased substantially during the last decade in all regions. In this respect, a few developing countries underline the importance of revising legislation to ensure equal employment opportunities for women, but only very few mention measures such as the right to maternity leave or safer working conditions for women, especially during pregnancy. Several of the developed countries report on having taken measures to improve the professional position of women and to overcome the segregated labour market by, for example, encouraging girls to choose non-traditional professions, providing preparatory courses for girls who want technical jobs, initiating special programmes for the advancement of women in public employment, focusing on making technical sectors accessible to women and encouraging the promotion of women to leading posts.

The importance of improving the health status of women and children is asserted by several developing countries where high maternal and infant mortality rates are of primary concern. There are many reports of improved measures, including sanitation, nutrition, water and health education. Family planning programmes are also receiving much attention. A few of the developed countries mention measures taken to improve the provision of health care to correspond to the needs of women, especially among more vulnerable groups such as the elderly.

Many developing countries report achievements in education, both in general as well as specifically for girls, and that the education of girls has increased substantially. Although still high in a few countries, illiteracy is said to be decreasing and a few developing countries stress their achievements in having established compulsory education for both girls and boys. One country mentions projects which aim at raising parents' awareness of girls' right to education. Many developing countries report having established or expanded functional literacy programmes for adults, especially for rural women. These programmes focus at the same time on education in the fields of health, nutrition and home economics. Educational programmes with the objective of having both parents share parental and family responsibilities have been introduced, and measures have been taken to promote education and training for women in non-traditional areas such as high technology.

Women in the developing countries are now recognized as the key factor not only as food producers but also in food processing, food trading and handicraft production. Attempts by most national machinery to implement food and agricultural development programmes and projects for rural women have generally met with very modest success, mainly due to insufficient human and financial resources, lack of technical expertise and the lack of a country-wide network of regional or local branches. Development projects focusing on social conditions usually include water and sanitation projects, as well as measures to improve nutritional and health status.

Development projects with emphasis on improving the economic situation for rural women have included specific measures to establish an infrastructure for income-generating activities or to increase effectiveness in agriculture and food processing, training in home economics, trade, marketing and management. Many developing countries report the provision of economic and technical assistance to women to set up enterprises and promote agricultural development. This often includes measures for easier access to bank loans, funds and grants. Measures have also been taken to develop agro-based small-scale industries, and some national training programmes for women entrepreneurs have been established to encourage private enterprise and self-employment. Several developed countries state that they have taken special measures to expand the occupational range for women, such as the reservation of places for women in training programmes in non-traditional fields and higher paid occupations. Some report on projects under-

taken in rural areas to create alternative jobs for women, or jobs that can be combined with agricultural work. These projects include support for women's co-operatives and training to enable women to create their own enterprises.

With regard to science and technology, a few developing countries mention measures to increase women's participation through the implementation of consciousness-raising programmes to achieve equality between the sexes by the revision of school curricula and by the promotion of equal opportunities in vocational training. Some countries state that there are few women in this field because of traditional attitudes against women studying science and technology. Some developed countries mention support for research studies and demonstration projects that will broaden the understanding of technological change.

While the national machinery in developing countries is often the key factor in disseminating information, organizing workshops and seminars and distributing newsletters on women's issues to raise consciousness and eliminate stereotypes of women, the positive use of mass media to discuss women in development is also emphasized. Some developing countries mention the use of the media to promote equal opportunities for women at work and to achieve the participation of women in decision-making. Special television campaigns for equity, equal pay, minority and abused women have been produced in some countries. Training courses have also been established for people working in the media in order to change visual images of attitudes towards women. A few developed countries say that they are aiming at enhancing the creative and managerial role of women in the cultural sector and a few countries mention the establishment of regulations on programmes abusive to women with guidelines on eliminating sex stereotyping in communications material.

Several developing countries mention planning projects providing low-cost housing to poor families, or the provision of loans for low-income persons, often women and young families. A few of the developed countries mention specific governmental programmes to assist poorer people and women have increasingly been able to benefit from such social housing programmes.

It is increasingly recognized that energy concepts and projects must be integrated into rural development programmes and that the roles and needs of women in relation to energy resources have to be viewed in a broader context. Many of the income-earning activities of women depend on adequate supplies of fuel and energy. Some developing countries mention the establishment of demonstration centres to educate women in the use of energy conservation and simple technology and in one developed country, special efforts have been made to encourage women to enter non-traditional occupations in the energy sector.

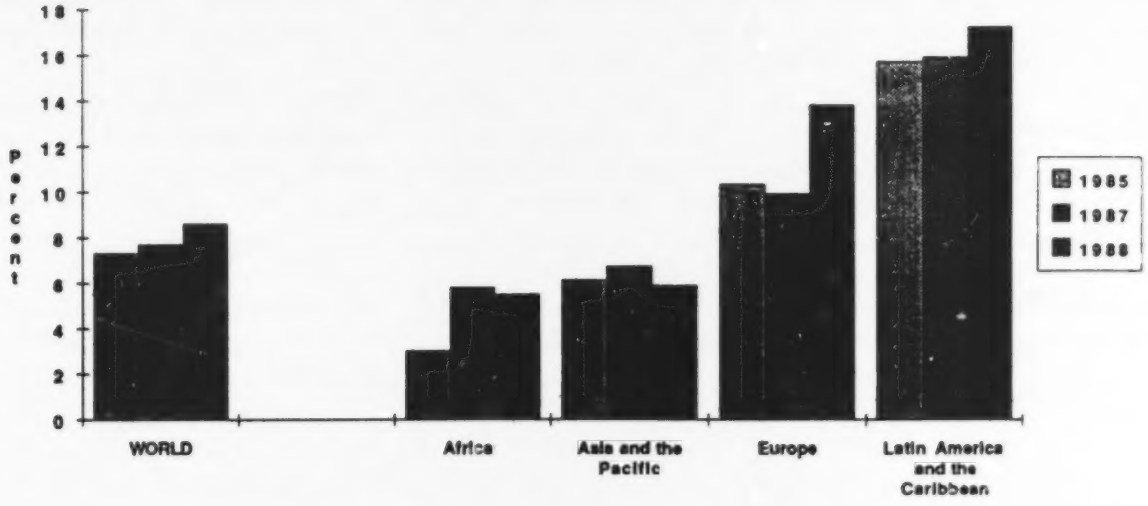
Under the rubric of environment, several developing countries mention measures taken to increase the supply of water and improve sanitation. Two mention a growing interest in environmental issues and the important role non-governmental organizations have to play in this area. One developed country pointed out that its environmental policies are not differentiated by gender, although in ecological studies special attention is paid to the most susceptible groups.

Policies to develop social services that aim at easing the double burden of women, at home and at work, are reported to have been implemented in several developing countries. Measures mentioned include the provision of material and monetary aid for the protection of children, mothers, disabled and old people; cash subsidies to employers who provide child care, which is considered a high priority; and support for a wider use of flexible working hours.

PEACE

The participation of women in decision-making processes was the subject of *Women 2000*, No. 1, 1990, where it was documented that such participation was minimal. An additional example of the lack of women in decision-making bodies at the international level is seen in the composition of the First Committee of the General Assembly, which deals with disarmament and international security. The numerical representation of women in that Committee (see figure IV) does not reflect the importance that women accord to the subject of peace and the increasing interest and expertise that

Figure IV. Percentage of women in delegations to the First Committee of the General Assembly, by geographical area, 1985-1988



Source: E/CN.6/1990/5, figure VII, p.66.

women have in that area. The total female participation from 1985 to 1988 was a mere 7.9 per cent.

At the national level, patterns are similar and the areas of defence and international affairs have the lowest participation of women. Less than one third of the developing countries indicate specific measures taken to increase the active participation of women in the area of peace. Some of those countries mention support for the distribution of information and the encouragement of activities that promote the participation of women in activities for peace. A few mention the efforts of national machinery to co-ordinate with women's international organizations in working towards peace and international solidarity. Several of the developed countries report on women's participation, and a few report an increase in female representatives to international gatherings in the area of arms control. The valuable work of non-governmental organizations on issues related to peace and disarmament, nationally and internationally, has been recognized by several developed countries.

Education for peace is the aspect of peace most reflected in the national reports. More than half of the developing countries report on some measures taken to increase the awareness of the value of peace promotion. Measures mentioned include the dissemination of information on peace-related issues, promotion of disarmament and human rights, support to conferences and seminars and publicity campaigns on peace education. A few developing countries mention that peace issues are integrated in the social studies curriculum in schools, and some mention the growing consciousness among women of the significant role they can play in the promotion of peace. Several developed countries mention that education for peace is reflected in the field of culture through the education programmes, and a few report that the subject of conflicts and their resolution is applied to all subjects and contexts where the relations between human beings are discussed. One country maintains that the most important role in peace education is played by the family. Several developed countries report on either the establishment of governmental peace research institutes or the provision of funds towards research and information on peace efforts.

The problem of violence in the family is mentioned by half of the developing countries and most of these report that the problem of abused women is of national priority. A few countries have adopted national programmes for prevention of violence and assistance to victims of domestic violence. Measures taken are mainly for the immediate protection of, and assistance to, abused women, such as the provision of shelters, legal aid, financial assistance and improved police action. A few countries report on some long-term preventive measures such as legislative reforms and efforts to change attitudes by community education. A few countries have introduced training programmes for community health workers, police and others who come into contact with abused women. Several developed countries report on measures taken to reduce the incidence and mitigate the consequences of family violence. The most common support measures mentioned are the provision of shelters, professional and financial assistance, crisis centres, help to fund re-employment, seminars, use of the mass media to increase awareness of the problem and training of police on the dynamics of domestic violence.

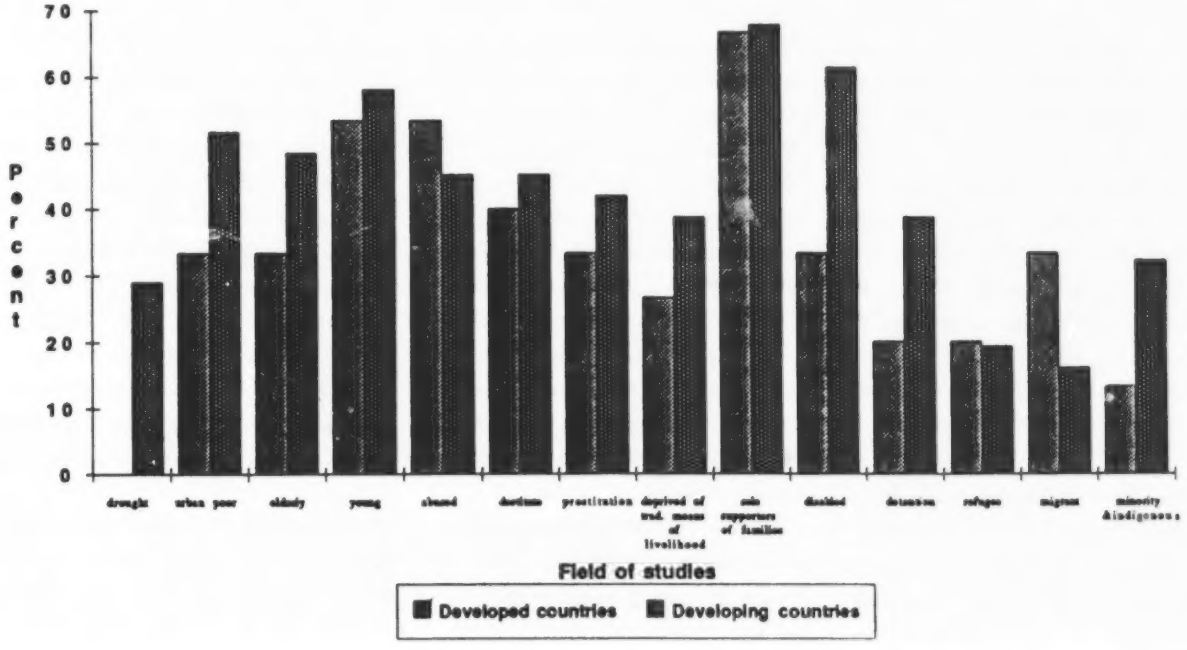
AREAS OF SPECIAL CONCERN

The 14 areas of special concern, as identified in the Strategies, have also been receiving attention at the national level. Of the developing countries which returned the review and appraisal questionnaire, about two thirds report that the Strategies have been implemented and priority has been given to women as sole supporters of families, disabled women and young women, followed by urban poor women, elderly women, abused women and destitute women. More than half of the developed countries that returned the questionnaire report that the Strategies have been implemented and that priority has been given to sole supporters of households, young women and abused women (see figure V).

NATIONAL MACHINERY

Although national machinery was not treated under a specific section or chapter of the Strategies, a number of paragraphs were devoted to it, and as the importance of the smooth functioning of national machinery has been recognized, this subject was specified in the review and

Figure V. Areas of special concern: distribution of countries reporting on the implementation of the Nairobi Forward-looking Strategies



Source: E/CN.6/1990/5, figure VIII, p. 70.

appraisal questionnaire.

In the Directory of National Machinery, detailed information is given on 91 units of national machinery and the existence of another 37 noted. This means that between 55 and 75 per cent of all countries have designated a national machinery. However, more important than numbers is the trend for governments to upgrade or supplement the original structures given to the machinery. In general, national machinery is maturing and taking on more permanent features, irrespective of the type of country, and is related to the accumulation of experience and political commitment. Several countries have created a national machinery since the Nairobi World Conference. Countries in which national machinery existed before 1985 have frequently taken measures to make it more effective by giving it higher status within the governmental system. In many countries, irrespective of political system or level of development, national machinery has evolved from relatively simple to more complex organizations.

National machinery often began implementing the Strategies by disseminating them. In many countries, the national machinery adapted the Strategies to the national situation, some specifically attempted to set targets for implementation, and others emphasized a comprehensive approach. An outgrowth of these efforts by many countries has been to establish specific long-term national plans for the advancement of women. In general, national machinery plays a vital role in co-ordinating efforts to improve the status of women and in advising the Government and authorities.

One area in which national machinery has generally taken action is that of introducing legal changes to eliminate discrimination in existing laws. In many cases, this has an impact on issues such as marriage or inheritance, and in others, the focus is placed more on employment questions such as recruitment and equal pay. In some developing countries, national machinery organizes legal literacy courses to encourage women to exercise their rights. A clearly emerging area of concern for national machinery is the introduction of *de facto* equality once *de jure* discrimination has been eliminated. See also *Women 2000*, No. 3, 1989.

OBSTACLES IDENTIFIED

EQUALITY

Several countries stress the obstacle caused by a system of traditional cultural values, beliefs and patterns that contributes to the reassertation of existing inequality, assigning women to demeaning roles and a status that prohibits them from enjoying full and equal participation in society. There is concern in many countries that an upsurge in conservatism may lead to the maintenance or resuscitation of cultural practices that have been deemed inimical to women. Another obstacle, mentioned by several developed countries, is the uneven sharing of responsibilities for unpaid work at home, including the care of children. A few countries recognize that participation of women in management is much lower than participation of women in skilled employment, and some say that women are still regarded only as part of social welfare issues. Still pending are the problems related to labour laws and their application. Similarly, there continues to be a need to review penal laws, especially those concerning rape and sexual violence to minors and those referring to adultery as a crime. Several countries mention the problem of women not being aware of the existing laws on equality.

The main obstacles to the political participation of women are said by some developed countries to be: time-constraints resulting from household duties, childbearing and child-rearing; insufficient education in general and political education in particular; the reluctance of women to participate in politics, especially high-level politics; prevailing negative attitudes towards women's participation in public life; lack of confidence in and support for female candidates and politicians on the part of the electorate, including women; difficulty in combining a political career with the traditional role of women in the family and often in society; economic dependence or lack of financial means; short historical tradition of political participation and lack of experience in campaigning, public debate and exposure to media. A few developing countries mention that the limited participation of women in labour unions, political parties and decision-making positions reduces the ability of women to influence decisions affecting living conditions. This lack of participation is said to arise from traditional

attitudes, customs, lifestyle, poor political training and the social structure.

DEVELOPMENT

Several developing countries state that the predominant obstacles to the full participation of women in development are the basic socio-economic problems: a high level of poverty, lack of employment opportunities; institutional weakness, poor health conditions; low educational level; high levels of illiteracy; women's ignorance of their rights; traditional attitudes and social customs; lack of understanding of the concept of women in development; limited facilities of technical and vocational training; and the economic crisis. The debt burden is mentioned by many countries as having had a detrimental effect on the socio-economic development process in general, but women, especially, are said to suffer most from the extra burden of falling employment opportunities. Traditional customs, sex roles and cultural prejudices are cited by many countries as being among the greatest obstacles to women's full participation in the development process. A number of countries recognize that women, because of heavy domestic burdens, do not have the time to participate in training and literacy programmes. Another problem asserted by several countries is the insufficient organization of women. A few countries declare that poor health and social conditions, and particularly the high rates of maternal mortality, are another obstacle to women's development.

PEACE

The low level of education, insufficient tools in communication and the economic crisis have been identified by a few countries as specific obstacles to the participation of women in peace. In general, the obstacles under equality and development apply to peace as well. Far more, however, the lack of peace itself constitutes an obstacle to the achievement of equality and development.

NATIONAL MACHINERY

The most important internal obstacles identified concern problems of structure and management. The staff of some machinery has difficulties in the methodology of integrating the concept of the advancement of women into the mainstream of development. The various ministries can have priorities different to those of the national machinery and government bureaucracies often lack consciousness of women's issues. Most of the obstacles identified are mentioned by national machinery with complex structures and are thus related to basic management functions. Many countries highlight the negative environment in which machinery has to function, an environment created by the traditional attitudes concerning the roles of men and women and by a lack of political commitment. The gap between *de jure* and *de facto* equality is frequently identified as a major obstacle. Related obstacles are also identified, such as the insufficiency of existing laws, the time lag beween the adoption of legislation and its implementation and the ignorance of women of their own rights. Some countries underline the fact that some of these problems are more difficult to solve because of the scarcity of women in high decision-making posts.

PROGRESS AT THE INTERNATIONAL LEVEL

ACTIVITIES

Implementation of the Strategies began immediately after their adoption in 1985. Many intergovernmental bodies issued mandates requesting reports on action and monitoring: the General Assembly, the Economic and Social Council, the Commission on the Status of Women, the regional commissions and the governing bodies of the various agencies. In addition, a number of units and bodies within the United Nations system were active in research, training, publications, reporting and technical co-operation.

Following the adoption of the Strategies, there was wide concern that the issue of women could be forgotten or reduced in priority. The Commission took a vigorous and determined lead in maintaining the momentum and in overseeing the incorporation of the Strategies throughout the United Nations system. It began focusing its own discussions on more substantive and technical issues through a balanced selection of priority themes in the areas of equality, development and peace, selected several years in advance in order to allow for adequate planning and preparation.

The activities of the system

during the period 1986-1989 appear mostly in the form of meetings, documents and technical co-operation. Output under the heading of meetings includes intergovernmental meetings such as sessions of the Commission, seminars and expert-group and inter-agency meetings. Between January 1986 and December 1989, it is estimated that roughly 380 meetings on the subject of women took place within the United Nations organizations. In terms of subject matter, roughly two thirds of the meetings were held on the three themes of the Decade for Women and the majority were on development, followed by equality.

During the period from the Nairobi Conference of 1985 to 31 May 1989, 1,450 documents on the subject of women were produced throughout the United Nations system. Development clearly dominates the subject matter covered, and education is the most covered sub-theme. Equality also receives considerable attention.

Since the Nairobi Conference, a concerted effort has been made to improve the capacity of the United Nations system to deliver technical co-operation for the benefit of women, both by incorporating it into mainstream activities and developing approaches to deal directly with the concerns of women. While the International Research and Training Institute for the Advancement of Women (INSTRAW) is mandated to promote research for women, the United Nations Development Fund for Women (UNIFEM) was established as the only multilateral technical co-operation fund directed specifically to women.

UNIFEM is mandated to finance innovative and experimental activities directly benefiting women, in line with national and regional priorities and to serve as a catalyst in attracting additional and specialized resources for women. It intervenes in priority sectors where it can make critical contributions to women and development by providing access to improved technologies, training and credit, and by encouraging an economic and social environment within which its efforts would be more effective. The models and approaches developed by UNIFEM through its experience in project support have contributed to mainstream development thinking and technical co-operation efforts in designing effective and sustainable strategies and programmes involving women as full partners in development. In addition to contributions made by non-governmental organizations and individuals, UNIFEM receives its major resources through government pledges. In 1988, UNIFEM received $US 5.7 million in pledged contributions.

INSTRAW is mandated to set up an integrated multidisciplinary, methodological approach to women in development to be carried out through a network of co-operative arrangements. Priority has been given to the programme on information, documentation and communication, including the publications programme, and networking has become a main pillar of the mode of operation. Renewed efforts are now being made to relate the international and national levels to the grass-roots level and to set up feed-back mechanisms to improve policies and programmes.

One of the far-reaching recommendations in the Strategies concerns the measurement of women's contributions to development in national accounts. The United Nations Statistical Office and INSTRAW are preparing the first draft of a technical report on methods of compilation, evaluation and analysis in that field. It aims at assisting countries interested in developing their own statistics and at providing national planners with a complete picture of production in the informal and household sectors. It will draw extensively on existing work and on case-studies of statistics on women in the informal sector and in development .

CO-ORDINATION

The organizations of the United Nations system have taken a number of steps to implement that part of the Strategies concerned with institutional co-ordination. In programmatic terms, the organizations formulated a system-wide medium-term plan for women and development for the period from 1990 to 1995, constituting the framework for the system-wide implementation of the Strategies. Most of the organizations have incorporated the provisions of the plan into their individual medium-term plans and programming documents, and the basis for monitoring implementation has been set through the preparation of a cross-organizational programme analysis on the advancement of women.

A number of mechanisms have been set up to ensure co-ordinated action and to encourage joint work. The Division for the Advancement of Women continues to be the focal point of the United Nations system for the implementation of the Strategies. At the centre of the process are the inter-agency meetings on women, which provide an opportunity for substantive discussion of issues and the monitoring of the system-wide medium-term plan. In practice, all the substantive reports presented to the central legislative bodies include substantive contributions from the relevant organizations of the system and some, like the *1989 World Survey*, are joint products.

The network of focal points set up during the Decade has been continued and a directory of the focal points is updated and published every two years. In many of the organizations, the focal point is a unit especially set up to deal with women's questions and in others, it is a specially appointed co-ordinator. In addition, a number of organizations have set up regional and sectoral information systems on women, collecting and exchanging publications and reports. At the global level, the Division maintains the Women's Information System (WIS), which has catalogued all publications of the United Nations system on women since the Nairobi Conference. The Division has also collaborated with the Statistical Office and INSTRAW to establish a data bank on women (WISTAT). A common feature to both of these systems is the fact that they are conceived for personal computers, enabling networking within the United Nations system and between it and the national machinery in different countries.

STAFF

The Strategies called on the United Nations system to take all necessary measures to achieve an equitable balance between men and women staff members at managerial levels in all substantive areas, as well as in field posts. Long-term progress can be assessed by comparing the situation in 1984 with that in 1988. An increase of 3.6 per cent over the four-year period has brought the overall representation of women to nearly 21 per cent of all staff at the Professional and higher levels. In view of the slow progress made, it should be noted that this period was characterized by financial crisis and post reduction for many of the organizations and that most have adopted affirmative action policies and targets.

NON-GOVERNMENTAL ORGANIZATIONS

The work and contribution of non-governmental organizations is of growing importance, as these provide an invaluable link between the international and grass-root levels. Increased recognition of their role is leading to an improved exchange of information and mutual assistance between the international and the non-governmental organizations in most areas covered by the Strategies. Some non-governmental organizations, for example, have given wide publicity to the Convention. To promote understanding and knowledge of the work of non-governmental organizations, the issue of *Women 2000,* No. 3, 1990 will be entirely devoted to their activities.

CONTRIBUTIONS TO REVIEW AND APPRAISAL

Equality

Several international non-governmental organizations report that the achievement of constitutional and legal equality is one of their declared priorities, both within their own organizations and in their efforts to mobilize Governments to take the necessary steps to institutionalize measures ensuring equality. Some report on research activities being undertaken on women and political participation, on equal access to training and education, on the role of women in development and on the implications of laws on the status of women. A few state that they have emphasized training in leadership, management and entrepreneurial skills, in order to enable women and girls to participate in social and political life at all levels. Some organizations mention that there is still inequality in sharing economic and political power, and although some political parties and organizations have introduced quota systems or other affirmative action measures, the resistance within the parties to positive action programmes is still great. One reason for the lack of active participation of women in all aspects of society, especially at the leadership level, is often the unequal sharing of family responsibilities and the inherent traditional management practices of organizations. Sexist attitudes in educational systems and methods of

training are also identified as obstacles to the increased participation of women.

Development

While a few organizations stress the view of equality and peace as prerequisites for development regarding women and society, others report on work for the promotion of integrated and participative development for both sexes in rural and urban areas. Specific action being undertaken by non-governmental organizations includes: training, research and information activities for members in predominantly male occupations; workshops to develop self-help programmes for young women, including guidance and financial support for unemployed youth; promotion of health education and workshops on family planning and genetic engineering; management training programmes for managers in developing countries in the areas of health and family planning; training programmes for women workers; implementation of participatory integrated development projects; training in leadership and income-generating skills; and sponsoring rehabilitation courses for school drop-outs. With particular regard to rural women, projects carried out have included: legal counselling; education of trainers for self-help groups; distribution of educational material on funding, food and health, sanitation and on basic management skills; and workshops for management training in the fields of agriculture, food science, food processing and technical education. Some organizations have offered scholarships to women pursuing graduate studies in science and technology and promote the full integration and involvement of women in technological research programmes and energy aspects of food and agricultural development. A strong network of trained managers in the developing world has been created in the field of population activities. Obstacles to the full integration of women, as identified by non-governmental organizations, are that women still face discrimination in the labour market and are concentrated in a small number of sectors and occupations, in low-paying jobs or in the informal and agricultural sector doing unremunerated work. Sexual harassment in the workplace is still a problem for working women and the unwillingness of employers to discuss equal pay, positive action, child-care and parental leave is mentioned as a major barrier to the elimination of discriminatory practices. Access to power structures and decision-making and to male-dominated organizations is practically non-existent for rural women, who are also excluded from agrarian reform measures. Mention is made of the problems of some development workers who come from urban areas and have no knowledge of the living conditions of rural women, nor of traditional activities and technologies.

Workshops

The following is a list of the 20 workshops that were held:

- Changing attitudes on women's work, salaried and non-salaried
- Third-world women speak out
- Women in politics
- Crossing lines of race, nations and poverty
- Women and disabilities
- Empowerment of older women
- Equality of man and woman in the family
- 5-0 project and development
- Women in decision-making, policies on disarmament and peace
- Women and economics, career planning
- Conflict resolution in family, employment and in international and interracial situations
- Women and access to national development
- Infrastructure building
- Popular participation in policy-making
- Women and men working together on women's issues
- Using consultative status to change attitudes on unpaid work
- The Convention, from *de jure* to *de facto*
- Decision-making in employment
- What women can contribute to reduce tension and build confidence
- Women - social and cultural dimension of AIDS

Peace

Working for peace is of high priority for some organizations, a number of which mention specific work with and for refugees. Some

report on the promotion of peace among their members through international and regional co-operation, exchange programmes and solidarity networks focusing on the role of women working for peace, especially in third-world countries. Peace education is also mentioned as one of the basic aims of the activities of women's non-governmental organizations. A number of organizations are concerned about the increase of violent behaviour in society and in the family, especially towards women and elderly women.

CONSULTATION

"Making the Forward-looking Strategies work" was the title of the NGO Consultation 1990 organized by the non-governmental organization committees on women based in New York, Geneva and Vienna and held at Vienna on 22 and 23 February 1990 prior to the thirty-fourth session of the Commission on the Status of Women. The Consultation was attended by some 250 representatives of 64 non-governmental organizations in consultative status with the Economic and Social Council. The participants came from 48 countries, 30 of which were from the developing world. Grants for the participation of 47 women from developing countries were provided by several Member States.

The Consultation aimed at identifying possible techniques to achieve the goals spelt out in the Strategies, and the four plenary meetings and 20 workshops were organized around this and the subthemes - changing attitudes, conflict resolution and coalition-building. With regard to the review and appraisal exercise, the draft recommendations and conclusions were of specific concern to the non-governmental organizations and particular efforts were made to consolidate recommendations to the Commission.

By bringing together so many representatives of different organizations from all parts of the world, the two days of meetings and workshops succeeded in revitalizing the issue of the advancement of women in general, and the implementation of the Strategies in particular and promoting inter- and intra-organizational co-operation. A tangible outcome of the Consultation was the resulting statement presented to the Commission (E/CN.6/1990/NGO/11) dealing specifically with issues and proposals that had not been included in the draft recommendations and conclusions arising from the review and appraisal exercise. Particular stress was laid on the importance of education, vulnerable groups of women and the role of quotas in decision-making.

The international non-governmental organizations reaffirmed their commitment to action to attain the goals of the Strategies and indicated the need for increased opportunities for collaboration at field levels and for the inclusion of non-governmental organizations in the planning, implementation and evaluation stages of policy and programme development. The continuous structured collaboration of Governments, the United Nations system and the non-governmental organizations is essential for the dynamics necessary to achieve their common goal, the improvement of society through the advancement of women.

COMMISSION ON THE STATUS OF WOMEN

The review and appraisal was considered by the Commission under agenda item 5. Statements were delivered by 26 Members of the Commission, as well as by representatives of 10 Member States, 1 non-Member State, 6 intergovernmental organizations, 9 non-governmental organizations and 1 other organization. Some statements were delivered on behalf of groups of countries.

Within the context of the interrelationship between the themes of equality, development and peace, many delegations emphasized the importance of the establishment and strengthening of national machinery for the advancement of women as a key to implementing the Strategies. This was to be achieved through the systematic building up over the years, installing the machinery in strategic locations in the governmental structure, extending it through subnational machinery and at the local level through training centres for women and with the involvement of non-governmental organizations. Strengthening was also achieved through the preparation of policies and plans focusing on women in development and certain important issues such as education, legal literacy, elimination of stereotypes, participation in public life and rural women. A few representatives stressed the need to increase co-operation between national machineries.

Many countries set forth major reasons for the slow progress since 1985 in the implementation of the Strategies. Obstacles such as poverty, illiteracy, poor nutrition, lack of participation at all levels and high population growth rates had often been aggravated by the economic crisis and the adjustment policies adopted to resolve it, and still remained to be overcome in many countries. In order to overcome those obstacles, women-specific approaches were recommended to achieve progress in implementing the Strategies. New trends were emerging and it was becoming clear that women were to be considered as a resource for development. The need was stressed to involve women in all phases of planning and to provide effective means for ensuring their participation in society, especially through access to education and skill training, health, family

many countries shared the results of their experience and stressed the need for developing a holistic approach, adopting national policies for women in development and providing a comprehensive system of social and family support. That, however, did not exclude specific programmes for women. Both mainstreaming and planning and improved basic services. Several representatives also stressed the need to target the activities to the majority of needy groups of women, such as the poor in general and rural women in particular.

Concerning equality, several representatives emphasized the importance of the Convention on the Elimination of All Forms of Discrimination against Women and said that the Convention and the Strategies were mutually reinforcing. Many delegations specifically mentioned that their countries had adopted new laws for improving the status of women in the family and in society. Those laws included maternity protection, family rights, equal remuneration, customary marriages, land laws, sex-stereotyping, minimum wage and preventive measures concerned with violence against women. Stress was laid on the problems of equal pay for work of equal value and it was noted that while legislation on pay equity had been adopted in numerous countries over the years, the gap between the average wages of men

and women had not been reduced. It was often stated that little progress had been achieved in social, political and economic participation and that few women occupied positions in decision-making bodies. That was considered as a major obstacle for achieving equality, caused by women's double burden as well as traditional concepts and social attitudes that failed to recognize women's abilities and values. The need to combat the stereotyping of women in the mass media and school books was stressed, as was the important role of non-governmental organizations in the achievement of *de facto* equality.

The theme of development received considerable attention, and while emphasis was laid on the need for a holistic approach, some aspects of the sub-themes, employment, health and education, were highlighted. Regarding employment, many representatives stressed the need to reconcile work and family responsibilities and to provide training and support services for women in the labour force, and some pointed out that job segregation was a continuing obstacle to the integration of women. In the field of health, several representatives emphasized the importance of family planning and of reducing maternal mortality rates and initiating family planning programmes, particularly in rural areas. Several representatives noted that progress was being made in the area of education, especially at the primary level. In order to overcome remaining traditional obstacles, there was a need to stress both formal and non-formal education and to emphasize technical training as well as to encourage girls to choose non-traditional subjects.

With regard to peace, many representatives stated that armed conflicts, foreign intervention, foreign occupation, and alien and colonial domination remained obstacles to the implementation of the Strategies. Positive developments, particularly in Africa, were noted although much remained to be achieved. Many representatives stressed the need for the participation of women in the resolution of conflicts and in the processes of political change. It was mentioned that disarmament could lead to resources being available for development purposes, and that such a process would have significant and affirmative effects on the advancement of women and the implementation of the Strategies. One representative drew attention to the risks involved for women in the use of nuclear power, even for peaceful purposes. The problems related to refugee and migrant women were raised, as was the issue of domestic violence against women.

Regarding future action, on the basis of the review and appraisal, it was indicated that political and administrative changes were required to achieve universal recognition of women in the processes leading towards equality, development and peace. Several representatives stressed the need for reaffirmation of political commitment to the advancement of women and to the implementation of the Strategies, while others expressed the opinion that action rather than words was required to achieve progress.

THE FINAL ANALYSIS

The recommendations and conclusions emerging from the past review and appraisal, as set forth in the annex to a draft resolution submitted by the Commission on the Status of Women for adoption by the Economic and Social Council,[1] are reproduced below.

[1] *Official Records of the Economic and Social Council, 1990, Supplement No. 5* (E/1990/25), chap. I, sect. A, draft resolution XIII, annex, sect. 1.

Annex

I. INCREASING THE PACE OF IMPLEMENTATION OF THE NAIROBI FORWARD-LOOKING STRATEGIES FOR THE ADVANCEMENT OF WOMEN

1. After five years of implementation of the Nairobi Forward-looking Strategies for the Advancement of Women, one third of the time set for achieving the objectives having elapsed, obstacles remain. Although the continued efforts of women throughout the world to achieve equality, development and peace have

begun to have an effect at the grass-roots level, their efforts have yet to be translated into improvements in the daily lives of most women. This success is largely invisible: it is not yet reflected in official statistics and not always found in government policy. The entrenched resistance to women's advancement and the reduction of resources available for change that has accompanied the world economic situation in the late 1980s have meant that there has been a loss of impetus and even stagnation in some areas where more progress would have been expected.

2. The pace of implementation of the Strategies must be improved in the crucial last decade of the twentieth century. The costs to societies of failing to implement the Strategies would be high in terms of slowed economic and social development, misuse of human resources and reduced progress for society as a whole. For this reason, immediate steps should be taken to remove the most serious obstacles to the implementation of the Strategies.

A. Equality

3. The interdependence between the different political and social sectors on the one hand, and the legal and social situation on the other, needs to be recognized. However, de jure *equality constitutes only the first step toward* de facto *equality. Most countries have enacted legal measures to ensure that women have equal opportunities before the law, that is* de jure *equality. But* de facto *as well as* de jure *discrimination continues and visible political and economic commitment by Governments and non-governmental organizations will be required to eliminate it. One obstacle to eliminating* de facto *discrimination is that most women and men are not aware of women's legal rights or do not fully understand the legal and administrative systems through which they must be implemented. Some affirmative action measures require legal bases which still need to be created.*

> **Recommendation I.** *Governments, in association with women's organizations and other non-governmental organizations, should take steps on a priority basis to inform women and men of women's rights under international conventions and national law and to prepare and/or continue campaigns for women's "legal literacy" using formal and non-formal education at all levels, the mass media and other means; efforts to this end should have been undertaken by 1994.*
>
> *The work of the Committee on the Elimination of Discrimination against Women should be widely publicized through forms of communication that are accessible to women in order to make them aware of their rights. National reports to the Committee should be widely disseminated within the respective countries and discussed by governmental and non-governmental organizations. Organizations of the United Nations system, particularly the International Labour Organisation and the United Nations Educational, Scientific and Cultural Organization, should be requested to examine national experience in promoting legal literacy with a view to assisting Governments, non-governmental organizations and women's movements in mounting successful campaigns.*
>
> **Recommendation II.** *Governments should take steps to put legal equality into practice, including measures to provide a link between individual women and official machinery such as the establishment of offices of ombudsmen or similar systems. Where possible, access to legal redress by collective and individual legal action by national machinery and non-governmental organizations should be facilitated in order to assist women in ensuring the implementation of their rights.*

4. There is abundant evidence that practices denigrating the role and potential of women continue to constitute obstacles in many countries. Whether reflected in stereotyped images of male and female roles in textbooks or in the glorification of traditional roles in the mass media, the perpetuation of such images retards women's advancement by providing justification for an unequal status quo.

Recommendation III. ***In the area of education, both formal and non-formal, Governments should promote the training of teachers on gender issues, co-education and professional counselling. Governments according to national law and practice should complete the revision of textbooks expeditiously, if possible by 1995, in order to eliminate sex-biased presentations and should, in conjunction with women's groups, take steps to reduce the stereotyping of women in the mass media, whether by self-policing on the part of the media or by other measures.***

Governments, non-governmental organizations, women's groups and all other entities concerned should take steps to insert necessary amendments to formal and informal educational systems at all levels to promote change in psychological, social and traditional practices that are the foundation of the de facto ***obstacles to women's progress.***

The United Nations Secretariat, the United Nations Educational, Scientific and Cultural Organization and other appropriate organizations of the United Nations system should continue to analyse the extent and effects of stereotyping of women and implement innovative programmes to combat it.

5. Women have always been an important part of the work-force and their role will continue to grow with development, industrialization, economic necessity and the expansion of women's access to the economy. In most countries, however, the participation of women and men in the economy continues to be unequal, characterized by job segregation, insufficient training opportunities, unequal pay for work of equal value, inadequate career prospects and lack of full participation in economic decision-making.

Recommendation IV. ***Governments, non-governmental organizations and private-sector enterprises should implement special measures to increase the proportion of women involved in economic decision-making, including studies on the incidence of women in such positions in the public and private sectors, the promotion of training programmes, analysis of alternative policies to provide women with careers leading to economic decision-making, and the adjustment of national legislation.***

The United Nations should study the incidence of women in economic decision-making world-wide, analyse innovative national programmes to increase the proportion of women in economic decision-making positions and publicize the results, within existing resources.

Recommendation V. ***Governments and/or appropriate parties should make efforts to increase the number of women in paid employment, including measures to eliminate sex segregation in the labour market and to improve women's working conditions. Governments and/or appropriate parties should collect, maintain and improve statistics showing the relative remuneration of women and men. They should renew their efforts to close the gap between women's and men's pay possibly by 1995 and take special measures to address the principle of equal pay for work of equal value. They should also take concrete steps to measure the economic value of women's unpaid work with a view to taking it into account in national policies by 1995.***

The United Nations system should complete work on methodological aspects of measuring pay inequities between women and men, unpaid work and work in the informal sector and should publish studies of countries where such measurements have been made.

6. That women are grossly underrepresented in political decision-making has been amply documented. This means that decisions on public policies that affect women's equality are still in the hands of men, who may not have the same incentive to pursue them as women. Despite indications that in some countries women, by voting for candidates or parties that promise to promote their interests, are beginning to decide

the outcome of elections, the incidence of women in parliaments, parties and in formal Government is still low. The situation will persist unless more women stand and are selected for office and are allowed to begin careers leading to senior management positions in the public sector and until women exercise their voting power in their own interests as well as in the interests of society.

7. The number of women in decision-making positions in intergovernmental and non-governmental organizations should be increased. Efforts should also be made to ensure women's participation in the process of selection and enrolment.

Recommendation VI. *All civil service regulations should have clear statements on practices of recruitment, appointment, promotion, leave entitlement, training and development, and other conditions of service.*

Governments, political parties, trade unions and professional and other representative groups should each aim at targets to increase the proportion of women in leadership positions to at least 30 per cent by 1995 with a view to achieving equal representation between women and men by the year 2000 and should institute recruitment and training programmes to prepare women for those positions.

Governments, political parties, trade unions and women's organizations should be encouraged to establish a list of qualified women, which could be used to fill vacant positions. The importance of training women in the skills necessary for political and administrative careers should also be recognized.

The Interregional Consultation on Women in Public Life, to be held in September 1991, should have maximum participation by Governments and non-governmental organizations and should elaborate for the first half of the decade an agenda for political action that will mobilize all women to participate actively in the political process.

The United Nations Secretariat, in co-operation with other institutions and in collaboration with Governments, should further develop and disseminate an accessible data base on the composition of the highest decision-making bodies at the national, regional and international levels, disaggregated by sex. The United Nations system could assist national Governments to set up such data bases.

B. Development

8. The experience of the past five years has confirmed the view expressed at the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, held at Nairobi from 15 to 26 July 1985, that the advancement of women is not possible without development, and that without the advancement of women, development itself will be difficult to achieve.

9. Unfortunately, women in most developing countries were adversely affected by an overall economic crisis produced by the debt problem, deteriorating terms of trade, protectionism, internal imbalances and unequal patterns of income distribution. For the majority of women, economic and social developments during the 1980s have not resulted in the benefits anticipated at the beginning of the Decade. On the contrary, there has been a dramatic reduction of economic development and the adjustment-oriented policies adopted have led to a serious reduction of public expenditures on education, health and housing. Those circumstances have affected the condition of women in a variety of negative ways.

10. An economic environment of growth with equitable distribution, both at the national level and in the

international economic system, is essential, as is the recognition of women's full participation. The feminization of poverty reflects the underlying structural problems faced by women in the midst of economic change. Prevailing economic policies at the national and international levels have frequently failed to take into account potential negative effects on women or women's potential contribution and have accordingly not succeeded.

Recommendation VII. *In order to help revitalize economic growth, international economic and social co-operation together with sound economic policies should be pursued. Structural adjustment and other economic reform measures should be designed and implemented so as to promote the full participation of women in the development process, while avoiding the negative economic and social effects. They should be accompanied by policies giving women equal access to credit, productive inputs, markets and decision-making and this should be incorporated fully into national economic policy and planning.*

The international development strategy for the fourth United Nations development decade should take full account of women's contribution and potential and this should be an important part of monitoring its implementation. Relevant organizations of the United Nations system should continue to examine the effects of national and international economic policies on social progress, in particular the condition of women in developing countries.

11. The incorporation of women into the labour force has occurred on a scale unimaginable 30 years ago. Nevertheless, given unfavourable economic conditions in developing countries, the majority of women remain or are increasing in number in the informal sector of the economy.

Recommendation VIII. *Governmental policies, non-governmental action and international co-operation should be directed towards supporting programmes to improve the living conditions of women in the informal sector.*

These programmes should contribute, among other things, to the incorporation into the informal sector of appropriate technologies which could increase production in that sector and make domestic and international markets more accessible. Women in the informal sector should be encouraged to organize themselves so as to know their rights and be able to obtain the necessary support to exercise them.

Appropriate organizations at the international level should gather more detailed and accurate information related to women in the informal sector in order to be able to identify the most efficient measures to ameliorate their condition.

12. Women are over-represented among the poor because of the factors deriving from existing inequality between men and women in most societies. The number of women living in extreme poverty in many countries has increased during the period under review.

Recommendation IX. *Governments, non-governmental organizations and international organizations should take concrete measures to eradicate poverty. These measures should have a multi-purpose approach and include educational skills and training designed to generate productive activities.*

13. Since 1970, there has been a significant expansion in women's access to education, which has proved to be an important means of equipping women to play a full and equal role in society. Although some regions have achieved equality in access to education, considerable progress remains to be achieved in

most developing countries at all levels of education, including universal primary education. Moreover, although improved access of girls to education is gradually eliminating illiteracy among the young, gender-related differences in illiteracy among adults continue to constitute an obstacle to women's legal, economic, social and political empowerment by denying women an essential tool for acquiring knowledge and skills. In addition, women who have access to education are often channelled into traditionally female specialities. Of particular concern for the future is the achievement of women's access to science and technology through education and training, which is now limited by budgetary constraints, especially in developing countries.

Recommendation X. *Governments that have not already done so should reorient resources to ensure women's equal access to education and training at all levels and in all fields and, in collaboration with women's groups and non-governmental organizations, should make special efforts to remove all gender-related differences in adult literacy by the year 2000. Programmes should be established to ensure that parents and teachers provide equal educational opportunities for girls and boys. In particular, encouragement should be given to promoting the study by girls of scientific and technological subjects, particularly those corresponding to national development priorities, and to preparing girls for full participation in the economy and in public life. In order to be able to fulfil these commitments appropriate measures should be taken at the national and international levels to ensure revitalization of growth on a long-term basis.*

The United Nations Educational, Scientific and Cultural Organization and other organizations of the United Nations system should give special priority to eliminating female illiteracy and to monitoring efforts to ensure women's equal access to all levels of education and training.

14. The importance of food security and the critical role of women as food producers - of both domestic and cash crops - are indisputably recognized; none the less, the conditions of rural women are improving at a slow pace and in some cases have even deteriorated. Projects on their behalf have generally met with limited success. The main reasons are insufficient human and financial expertise, the lack of a country-wide network of regional or local branches of government agencies and the lack of technical expertise, all of which have been aggravated in developing countries by the current economic crisis that has shifted resources to export-oriented farmers and so deprived rural women of vital inputs and infrastructure.

Recommendation XI. *Governments should take particular steps to ensure that new technologies are accessible to women and that women participate in the design and application of those technologies.*

Recommendation XII. *Governments and non-governmental organizations should adopt empowerment rather than welfare strategies to support women in their role as agricultural producers, with a view to improving their economic and social situation and to integrating them into mainstream agricultural development. Priority should be accorded to projects aimed at guaranteeing access of rural women to technology, credit, training, trade marketing, management and improved agricultural infrastructure and control of the use of land.*

The United Nations system, mainly the Food and Agriculture Organization of the United Nations, should collaborate with Governments in identifying and providing inputs that are needed to support the agricultural productive capacity of women.

The United Nations system should develop new methods of promoting the transfer of science and technology to women.

15. Since the beginning of the 1980s, there has been a decline in women's standard of health and

nutrition in parts of every developing region due, inter alia, *to a decline in per capita expenditure on health. This is a particularly alarming situation since maternal and neonatal health are crucial to infant survival. Infant and child mortality rates have been rising in a number of countries after having declined for decades.*

Recommendation XIII. *Governments, international organizations, non-governmental organizations and the public in general should be aware of the decline in women's health in developing countries. Improvement of women's health by providing appropriate and accessible health services should be a priority within the goal of health for all by the year 2000.*

Women constitute the majority of health care workers in most countries. They should be enabled to play a much larger role in decision-making for health. Governments, international non-governmental organizations and women's organizations should undertake programmes aimed at improving women's health by ensuring access to adequate maternal and child health care, family planning, safe motherhood programmes, nutrition, programmes for female-specific diseases and other primary health care services in relation to the goal of health for all by the year 2000.

The World Health Organization and other organizations of the United Nations system should further develop emergency programmes to cope with the deteriorating conditions of women's health mainly in developing countries with particular attention to nutrition, maternal health care and sanitation.

16. Women's access to information and services relating to population and family planning are improving only slowly in most countries. A woman's ability to control her own fertility continues to be a major factor enabling her to protect her health, achieve her personal objectives and ensure the strength of her family. All women should be in a position to plan and organize their lives.

Recommendation XIV. *Governments, non-governmental organizations and women's movements should develop programmes to enable women to implement their decisions on the timing and spacing of their children. These programmes should include population education programmes linked to women's rights and their role in development, as well as the sharing of family responsibilities by men and boys. Social services should be provided to help women reconcile family and employment requirements.*

Family planning programmes should be developed or extended to enable women to implement their decisions on the timing and spacing of their children and for safe motherhood.

The United Nations Secretariat, the United Nations Population Fund, the World Health Organization and other organizations of the United Nations system should develop collaborative programmes to link women's role in development to questions related to population.

17. During the past five years, women's health, both physical and psychological has been increasingly affected in many countries by the consumption and abuse of alcohol, narcotic drugs and psychotropic substances.

Recommendation XV. *Governments and other competent national authorities should establish national policies and programmes on women's health with respect to the consumption and abuse of alcohol, narcotic drugs and psychotropic substances. Strong preventive as well as rehabilitative measures should be taken.*

In addition, efforts should be intensified to reduce women's occupational health hazards and to

discourage illicit drug use.

18. The emergence, since the Nairobi Conference, of new threats to the health and status of women, such as the alarming increase in sexually transmitted diseases and the AIDS pandemic, requires urgent action from both medical and social institutions.

Recommendation XVI. *Greater attention is also needed with respect to the issue of women and AIDS, and efforts in this regard should be an integral part of the Global Programme on AIDS of the World Health Organization. Urgent action and action-oriented research are also required by social institutions at all levels, in particular the United Nations system, national AIDS committees and non-governmental organizations, to inform women of the threat of AIDS to their health and status.*

19. Urbanization, migration and economic changes have increased the proportion of families headed by women and the number of women entering the labour force. These women have experienced increasing difficulties in harmonizing their economic role with the demands on them to provide care for children and dependants. The double burden, rather than being reduced by greater sharing between spouses, has increased. Unless it is reduced, women will not be able to play their full and fair role in development.

Recommendation XVII. *Governments and other appropriate bodies should, by 1995, establish social support measures with the aim of facilitating the combination of parental and other caring responsibilities and paid employment, including policies for the provision of services and measures to increase the sharing between men and women of such responsibilities and to deal with specific problems of female-headed households that include dependants.*

The United Nations Secretariat, the United Nations Children's Fund and other appropriate organizations of the United Nations system should, as part of the International Year of the Family in 1994, make a special effort to analyse the issues of caring for children and dependants and sharing domestic, parental and other caring responsibilities, including the appraisal of national experience.

20. The issue of the environment affects the lives of everyone, women and men alike. Women's participation in making decisions on the environment is limited despite the high level of concern women express for the issue and their involvement in it. Women's concern for the environment in all its aspects can be an important force for a general mobilization of women that may have an impact on other areas, including equality and peace.

Recommendation XVIII. *Governments should make efforts to involve individual women and women's groups in making decisions on the environment. Educational programmes should be developed on environmental issues and their relation to daily life.*

The United Nations Conference on Environment and Development in 1992 should consider dealing with the issue of women and the environment with a view, inter alia, *to mobilizing women at both the national and international levels and to ensuring that the experience and knowledge of women are fully taken into account.*

21. The progress made in disarmament negotiations is welcomed. It is noted that this has not been matched by progress in social and economic development.

Recommendation XIX. *Governments are urged to consider redirecting possible savings from disarmament to the improvement of social and economic development, including women's development.*

C. Peace

22. Despite the progress made in some areas, international, regional and national conflicts persist, and women continue to number among their main victims. At the same time, women are no more prominent among those making decisions on conflict than in the past.

Recommendation XX. *Governments should be encouraged to increase the participation of women in the peace process at the decision-making level, including them as part of delegations to negotiate international agreements relating to peace and disarmament and establishing a target for the number of women participating in such delegations.*

The United Nations and the international non-governmental organizations concerned should continue to monitor and support women's increased involvement in the peace process.

Recommendation XXI. *In the context of an increased effort to resolve the long-standing conflicts affecting Palestinian and South African women, special efforts should be made to ensure that all women concerned fully participate in the peace process and in the construction of their societies. The reconstruction process should include as a priority special programmes of assistance to women. Such programmes should also be developed for the benefit of Namibian women.*

23. The recognition that violence against women in the family and society is pervasive and cuts across lines of income, class and culture must be matched by urgent and effective steps to eliminate its incidence. Violence against women derives from their unequal status in society.

Recommendation XXII. *Governments should take immediate measures to establish appropriate penalties for violence against women in the family, the work place and society. Governments and other relevant agencies should also undertake policies to prevent, control and reduce the impact of violence on women in the family, the work place and society. Governments and relevant agencies, women's organizations, non-governmental organizations and the private sector should develop appropriate correctional, educational and social services, including shelters, training programmes for law enforcement officers, the judiciary and health and social service personnel, as well as adequate deterrent and corrective measures. The number of women at all levels of law enforcement, legal assistance and the judicial system should be increased.*

The United Nations system, Governments and non-governmental organizations should study the relationship between the portrayal of violence against women in the media and violence against women in the family and society, including possible effects of new transnational transmission technologies.

II. NATIONAL MACHINERY

24. The first few years of the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women have emphasized the importance of national machinery for the advancement of women in promoting the integration of women's needs and concerns into government policies and programmes, in mobilizing grass-roots support and in providing information at the national and international levels. National machinery, despite resource limitations, has been a significant factor in keeping the Strategies alive in individual countries. The effectiveness of national machinery has been found to depend on the political commitment of Governments, as reflected in appropriate resource levels, institutional location, competence in technical fields and ability to use information. Improving all of these factors is an important means of eliminating other obstacles.

Recommendation XXIII. ***National machinery should be established in every State by 1995, should be given an institutional location allowing it to have a direct effect on government policy and should be provided with sufficient resources of its own (a) to collect and disseminate information on the situation of women and on the potential consequences of government policies on women and (b) to contribute to their advancement. National machinery should continue to develop coherent policies for the advancement of women as part of national priorities and plans.***

The United Nations system should support national machinery by providing advisory, training and information services relating to planning and management, training methods, evaluation and the acquisition and use of information; it should encourage mutual assistance and exchange of experience between units of national machinery.

Recommendation XXIV. ***The United Nations system should, within the existing regular budget, allocate sufficient resources to enable it to meet national requests and maintain co-ordinated international activities at a level that will make possible the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women. Additionally, voluntary contributions to this end are to be encouraged.***

III. PRIORITY THEMES FOR THE PERIOD 1993-1996

25. Based on this analysis, the Commission on the Status of Women should examine key priority themes in each of the areas of equality, development and peace.

A. Equality	*B. Development*	*C. Peace*
1. Increased awareness by women of their rights, including legal literacy	*1. Women in extreme poverty: integration of women's concerns in national development planning*	*1. Women and the peace process*
2. Equal pay for work of equal value, including methodologies for measurement of pay inequities and work in the informal sector	*2. Women in urban areas: population, nutrition and health factors for women in development, including migration, drug consumption and AIDS*	*2. Measures to eradicate violence against women in the family and society*
3. Equality in economic decision-making	*3. Promotion of literacy, education and training, including technological skills*	*3. Women in international decision-making*
4. Elimination of stereotyping of women in the mass media	*4. Child and dependent care, including sharing of work and family responsibilities*	*4. Education for peace*

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WOMEN 2000

No. 3, 1990

INTERNATIONAL COUNCIL OF WOMEN
The World Organization of the Scout Movement
Zonta International
INTERNATIONAL UNION OF FOOD SCIENCE & TECHNOLOGY
WORLD FEDERATION OF TRADE UNIONS
INTERNATIONAL COUNCIL OF JEWISH WOMEN
International Bar Association
World Federation Mental Health
Planned Parenthood Federation
ORGANISATION DE L'UNITE SYNDICALE AFRICAINE
WORLD COUNCIL OF CHURCHES
The World Conservation Union
IPSA AISP
IPO

ACTIVITIES OF NON-GOVERNMENTAL ORGANIZATIONS

INTRODUCTION

In March 1990, the Division for the Advancement of Women, Centre for Social Development and Humanitarian Affairs of the United Nations Office at Vienna, sent a questionnaire to all non-governmental organizations in consultative status with the Economic and Social Council inquiring about their activities with regard to the status and advancement of women. Over 800 organizations were contacted and by the deadline of 15 May 1990, 73 replies had been received giving information on activities being undertaken to promote the advancement of women. These responses are incorporated in the present issue of *Women 2000*. Owing to the amount of material provided and the limited space available, however, it was only possible to include those responses received by the deadline. Should a substantial number of late replies be received, consideration will be given to devoting a further issue of *Women 2000* to the activities of non-governmental organizations.

Non-governmental organizations in consultative status with the Economic and Social Council are those organizations which, having applied for such status, have been found by the Committee on Non-Governmental Organizations to meet the necessary requirements. The requirements are that such organizations should be concerned with matters falling within the competence of the Economic and Social Council with respect to matters of an international economic, social, cultural, educational, health, scientific, technological or related nature and to questions of human rights. The organizations should be of recognized international standing, and they should undertake to support the work of the United Nations and to have aims and purposes in conformity with the spirit, purposes and principles of the Charter of the United Nations.

The principle of consultations between the Economic and Social Council and non-governmental organizations was established in Article 71 of the Charter of the United Nations and the procedures for such consultations are set out in Council resolution 1296 (XLIV) of 23 May 1968.

Although there are three categories (I, II and the roster) of consultative status according to the relevance of the work of the organization to that of the Council, no differentiation has been made in the present issue between these categories. The entries have been prepared according to the importance given to women's issues in the replies of the organizations, which are listed alphabetically in three groups, as follows:

(a) The first group comprises organizations dealing entirely or mainly with women's affairs; it is unfortunately the shortest. While the Division for the Advancement of Women is aware that more such organizations not only exist, but also work closely with the Division, it is regretted that their replies were not received in time for inclusion in the present issue;

(b) The second group comprises the majority of the replies. These were received from organizations whose main aim and function cover a wider area than the advancement of women, but that nevertheless devote considerable energy towards improving the status of women;

(c) The third group is composed of organizations that indicated that they had no specific programmes directed towards the advancement of women. However, it was clear from their replies that either they are aware of the problems related to the situation of women or they are taking some action.

The priority theme under the rubric "Development", to be discussed by the Commission on the Status of Women at its thirty-fifth session to be held in 1991, will be "National, regional and international machinery for the effective integration of women in the development process, including non-governmental organizations". The information contained in the questionnaires will be used in the preparation of the Secretary-General's report on the priority theme to the Commission.

A. ORGANIZATIONS DEALING ENTIRELY OR MAINLY WITH WOMEN

1. ASSOCIATED COUNTRY WOMEN OF THE WORLD

The main area of activity of Associated Country Women of the World (ACWW) is advocacy, education and self-help development programmes to promote the

status, equality, opportunities and living standards of rural women and their families. Financial and technical assistance is provided for training courses and workshops for group organizers, trainers, and extension and community development workers to promote and implement women's programmes at the grass-roots level. Grants are given towards premises, equipment and technology associated with group education and/or home and community welfare activities. The organization also promotes an awareness and understanding of women's legal and other rights, as well as of the need for active participation in socio-economic life and political decision-making from the local or community level upwards. ACWW is promoting the status and well-being of rural women and their acceptance as equal partners in the home, family farm/work-unit and the work place so that they gain recognition and a just return for their efforts and their real socio-economic contribution to home, community and national life. ACWW is focusing attention on assisting women to secure the knowledge, skills and resources to help combat poverty and exploitation (including exploitation within the family) in order that they can improve standards of health and nutrition in the home and the community and gain access to improved income-generating opportunities and thereby to mainstream development activities and benefits.

An awareness of problems and of those related to discrimination in particular has increased somewhat as has women's ability to articulate, organize and secure policies to alleviate such problems. This is borne out by evidence of the value of group and co-operative efforts and by projects where the health of the family and community and the ability to save labour have improved through the provision of clean water, sanitation, better methods of home management, food production and use etc. ACWW publishes *The Countrywomen*, an in-house magazine, and *Projects 1986-1989*, an illustrated triennial prospectus of its projects for the advancement of women.

2. INTERNATIONAL COUNCIL OF JEWISH WOMEN

The main areas of activity of the International Council of Jewish Women (ICJW) are the status of women, protection of children, social work and action, and education. Attention is being paid especially to the following: the inclusion of unpaid work in national accounts; the promotion of education from pre-school upwards and of health care; programmes for the aging; aid to the handicapped; child-care services; as well as the promotion of literacy and of the Convention on the Rights of the Child (General Assembly resolution 44/25, annex).

Internationally, together with other non-governmental organizations, ICJW has helped to put unpaid work on the agenda of the Commission for the Status of Women. A programme of pre-school education for mothers, which was developed in Israel, has been adopted in several countries and model programmes for hospital volunteers in South America have been developed. The health advocacy programme in Canada has been extended with Government funding, and child-care advocacy has brought results in various countries. ICJW publishes the *ICJW Newsletter*.

3. INTERNATIONAL COUNCIL OF WOMEN

In dealing with the integration of women into development and decision-making bodies, the International Council of Women (ICW) works to meet the needs of contemporary women through: international meetings, regional, subregional and national seminars and workshops; an intensive project development programme in co-operation with international agencies; three-year plans of action in each of its 14 standing committees; and the resolutions it adopts, as well as the Declaration adopted for its centenary. A current priority is the integration of women into decision-making bodies so as to eliminate discrimination against women and promote the equality of rights and responsibilities for both men and women in all spheres.

The European Centre of ICW is lobbying to promote the position of women at the decision-making level in both the public and private sectors, and a network of women managers has been set up in the private sector. The Regional Council of the Americas is following the proposals for action adopted in 1988, covering such topics as: participation of women in international organizations; development and support of institutions for women; income-generating projects; and the greater

participation of women in education, the media and political affairs. In the Americas, a collective consultation has been held on the presence and participation of women in the current electoral process. A seminar was held recently in India entitled "Challenges of the 90s: Women's Economic Role and Social Status" and many members of affiliated national councils participated in the governmental advisory commissions on emancipation. A seminar on women and water was held at the Executive Committee meeting earlier in 1990, as well as plenary sessions dealing with equality and reality and women and the world economic crisis.

ICW publishes a quarterly news-sheet, *ICW News*, which is an established vehicle for up-to-date news of ICW work and reminders of action required. Other publications include reports and information on the work of ICW: *Women and Development*, *Women, an Important Force for Peace* and *Family and Demography*.

4. INTERNATIONAL FEDERATION OF GYNECOLOGY AND OBSTETRICS

With the aim of promoting awareness of women's conditions among health-care workers, the International Federation of Gynecology and Obstetrics (FIGO) holds workshops on women's health and safe motherhood and the role of the obstetrician and gynaecologist, and participates in international conferences on safe motherhood. A Committee on Safe Motherhood was created in 1988. Scientific sessions are held at the triennial world congresses of FIGO. In 1991, a new frontier lecture is to be delivered on the role of women's groups in improving health care in developing countries. FIGO strives to keep such topics high on the agenda of meetings, discussions and planned activities and delivered a statement at the Forty-second World Health Assembly in 1989. A series of articles, each focusing on one aspect of women's health, and other contributions have been published in *IJGO*.

5. INTERNATIONAL FEDERATION OF UNIVERSITY WOMEN

The International Federation of University Women (IFUW) provides a world-wide forum where university women can speak on international issues and is committed to improving the status of women and girls, protecting human rights and promoting peace. IFUW seeks: to encourage international exchange and co-operation; to further the development of education; to represent university women in international organizations; and to encourage its members to participate in public service and to take part in leadership and decision-making. Affiliate organizations undertake studies and compile reports dealing with the legal, social, economic and educational status of women. They carry out a wide variety of activities of a cultural, educational or humanitarian nature, such as: action to obtain equality for women; vocational guidance; literacy projects; adult education; self-help training for rural women; hostels for working girls and students; medical and legal aid projects; secondary school and university scholarships; environmental projects for sustainable development and training in leadership techniques. The theme of the Study and Action Programme 1989-1992 is "Women's role in changing society: personal, cultural and sustainable development". The triennial international conference discusses and passes resolutions on current international issues, many directly related to the status of women, and national associations follow up by lobbying for and monitoring legal changes. The aim of these activities is to apply and share specialized knowledge to help solve social problems and improve the status of women and quality of life in developing countries, as well as to train women to train others and to increase their self-respect and economic independence.

The French Association of University Women recently held a high-level seminar on biotechnology and the environment and has sponsored an agricultural training programme for women in Senegal on irrigation and re-cultivation. IFUW has held training seminars in the creation, management and funding of projects. Large numbers of women have benefited from projects in Africa, Asia and Latin America where work is continued on a permanent basis with successive groups of women. Post-literacy and library programmes, as well as legal literacy courses, have been established as follow-ups. IFUW has published some joint studies in collaboration with the United Nations Educa-

tional, Scientific and Cultural Organization (UNESCO) and issues a monthly newsletter, *IFUW News*, in English and French.

6. SOCIALIST INTERNATIONAL WOMEN

Socialist International Women (SIW) work for political rights for women by promoting action programmes to overcome discrimination in society, including any inequalities between men and women, as well as by striving for development, peace and human rights in general. Current activities are directed towards ensuring quotas for women in decision-making positions at the party level and in public life in order to achieve the goals of feminist legislation. A growing number of parties affiliated to SIW are adopting quota regulations and the participation of women in decision-making is increasing.

In 1989, the eighteenth Congress of Socialist International reaffirmed the need to give special attention to women's rights. The agenda of SIW included provisions on working conditions and equal treatment, family and child facilities, the elimination of sexual harassment and sexual violence, and positive discrimination in certain key areas where women were at a disadvantage. Recognizing that equality between men and women is a basic socialist and democratic value and that to ignore women's full participation in decision-making processes endangers democracy, SIW demanded that all socialists should aim at achieving equal representation (50/50) of women at all levels, national and organizational, within the following 10 years.

A regular publication of SIW is *Women and Politics*, formerly called *Socialist International Women Bulletin*. In 1989, *The Long March of Women Towards Equality* was published.

7. WOMEN'S WORLD BANKING

In order to advance and promote the direct participation of women in the economy, Women's World Banking (WWB) works through a network of 46 affiliates in 35 countries to provide access to capital, credit, management and technical assistance, savings programmes and other economic and financial tools. One priority area is the development of management skills among the affiliate managers and boards in order to ensure the long-term sustainability of the affiliate network. Over 56,000 loans valued at over $US 11.5 million have been extended. Most of the women who have received loans have also received management training. WWR has published the *Women's World Banking Atlas of Global Trade*, and *WWB News* is a recurrent publication.

8. WORLD UNION OF CATHOLIC WOMEN'S ORGANIZATIONS

The World Union of Catholic Women's Organizations (WUCWO) promotes the contribution of Catholic women to the ecclesiastical and human community through local, national, regional and international activities. The uniting factor between the member national organizations from all continents is concern for the personal development and dignity of women so that their indispensable contribution in every area of Church and society is recognized, accepted and increasingly becomes a reality. The aims of WUCWO are: to increase the understanding and awareness among women in the affiliated organizations of important issues; to effect change; and to enhance the possibility, according to cultural and societal conditions, of women's full rightful participation in human development at all levels by ensuring that their voices and opinions are heard and respected. Activities focus on: the education of women and girls, including basic literacy programmes and training; health, nutrition and economic development; the elimination of discrimination against women; human rights; women and family ethics, including bio-ethics; women and migration; the acquired immunodeficiency syndrome (AIDS); and the environment.

Evidence at the national level shows that women are becoming increasingly aware of the issues and are speaking out; networking at the regional level and through regional conferences gives solidarity and a common voice. Tangible and substantial results are mainly small-scale and local. WUCWO representatives take local and national concerns to the international level. Evidence collected during recent years, especially since the World Conference to Review and Appraise the Achievements of the United Nations Decade for Women: Equality, Development and Peace, held

at Nairobi in July 1985, shows that while the issue of the advancement of women is on the international agenda, reality still falls far short of the target. Magazines of affiliated organizations illustrate the activities of their members for the advancement of women and their contribution to the ecclesiastical and human society. WUCWO has published *Women and Literacy, Women and Bio-Ethics, Women and Development* and *Women and Decision-making*. The *WUCWO Newsletter* is published four times a year.

9. ZONTA INTERNATIONAL

The primary object of Zonta International - International Service Organization of Executive and Professional Women (ZI) - is to promote the legal, political, economic and professional status of women world-wide. The organization supports several private programmes as well as United Nations bodies in promoting the status of women. Specifically, ZI is the largest non-governmental organization contributor to the United Nations Development Fund for Women, supporting, with $US 1 million, 10 projects in Africa, Asia and Latin America to provide agricultural, technological, marketing and management training, as well as financial resources to help women to become economically self-sufficient. On a smaller scale, projects, sponsored in co-operation with other United Nations bodies including the United Nations Children's Fund (UNICEF), the International Research and Training Institute for the Advancement of Women and UNESCO, support income-generating activities for women in developing countries.

Each year, a fellowship programme awards approximately 35 fellowships of $US 6,000 each to women pursuing graduate studies in aerospace-related science and engineering. In the last biennium, ZI initiated a scholarship programme for needy and academically worthy Irish women for post-secondary studies in non-traditional fields; in the coming biennium ZI will launch a Women in Public Affairs Programme, which will promote careers in public affairs and policy-making for high-school girls. ZI is emphasizing International Literacy Year and encouraging its members to work with local machinery to promote literacy, especially for women.

The official publication of ZI is the quarterly *Zontian*. A study published in 1985, entitled *Zonta Woman*, surveyed the international membership of ZI to examine those factors that helped or hindered women employed in executive positions to determine those elements that had contributed to their success; to review and appraise the gains in equality that had been made by executive women during the United Nations Decade for Women: Equality, Development and Peace (1976-1985) and to formulate strategies to illustrate to others specific attitudes and actions that had advanced women's status and would advance women to executive status. A recent study examined the role of ZI in promoting the ideals set out in the Nairobi Forward-looking Strategies for the Advancement of Women.

B. ORGANIZATIONS THAT GIVE CONSIDERABLE ATTENTION TO WOMEN

10. AFRICAN MEDICAL AND RESEARCH FOUNDATION

The African Medical and Research Foundation (AMREF) promotes health care in Eastern Africa. Eighty per cent of its activities are directed towards women and children (family planning, safe motherhood), as well as towards water, sanitation and nutrition programmes that directly help women as the key to the health and well-being of their families. Current activities are concentrated on the training of traditional birth attendants, and on child survival and family planning programmes with the aim of lowering both the mortality rates of women and children and the fertility rate. Progress is slow, but steady, especially in training to strengthen the capacity of local people and institutions to help themselves. AMREF works closely with governmental and non-governmental organizations and its projects are supported by many national, international and private donors. The *Newsletter* publishes articles on the projects being implemented.

11. AMERICAN ASSOCIATION OF RETIRED PERSONS

As part of its main activity of providing services and advocacy for the elderly, the American Association of Retired Persons acts

as a clearing-house for all national women's organizations on the concerns of mature women, providing visual aids, speakers, brochures, manuals and information as communication media assistance. Focus is being placed on rural women, women's rights and the centennial of the General Federation of Women's Clubs, with the aim of providing advice, assistance and material for study and action.

12. CARE (Co-operative for American Relief Everywhere, Inc.)

CARE deals with relief, nutrition and general development in 44 countries. Projects to help women are being implemented in the following fields: banking and credit and small enterprise development (20 projects); health and nutrition (30 projects) and family planning (8 projects). Particular attention is being paid to the provision of credit to women, such as the Women's Banking Project, Guatemala. The aim of this fairly new concept is to enhance women's earnings. Evaluations show good results although it is too early to draw final conclusions.

13. CENTER OF CONCERN

Within its main activity of research, public education and policy advocacy, the Center of Concern deals with the following issues in relation to women: debt and structural adjustment; food security; women in the international division of labour; and general development concerns such as education, research and policy advocacy. Emphasis is being placed on the impact of structural adjustment on women through education, leading to policy advocacy with the Congress and State Department of the United States and the World Bank. The publication *Center Focus* focuses on a variety of international development issues and occasionally contains articles on women's issues.

14. CENTRO ITALIANO DI SOLIDARIETA

In its drug rehabilitation and social development work in drug-producing areas, the Centro Italiano di Solidarietà concentrates in Bolivia, for instance, on education and helping women to gain economic independence through training and job development. Priority is given to women addicts and ex-addicts, most of whom have a history of prostitution and all of whom have sexual and identity problems, in order to help them reintegrate fully into society. Research is being undertaken on women and dependence. Approximately a third of the drug rehabilitation cases involve women and the success rate is 80 per cent. Issues related to women, mostly in the drug-treatment areas, are covered frequently in the *Newsletter*.

15. FRIENDS WORLD COMMITTEE FOR CONSULTATION

The Friends World Committee for Consultation (FWCC) furthers co-operation and co-ordination amongst groups of the Religious Society of Friends throughout the world, including work for non-violence and human rights, and closely follows meetings of the United Nations on women in the areas of development, peace and the environment. Special attention is given to the reception and protection of, and future opportunities for, women refugees, who constitute the majority of the refugee population in many areas. Attention is also being given to the advancement of women within and outside the United Nations system, as well as to violence against women in war, structural violence and violence in the home. Informal informative and educational meetings are arranged with delegates, non-governmental organizations and the specialized agencies of the United Nations in order to raise the level of awareness within national delegations and the United Nations to encourage change. The subject of refugee women has been acknowledged by the Office of the United Nations High Commissioner for Refugees, which is introducing a number of changes to take account of their situation. FWCC assisted in the convening of a conference in Geneva on the subject of refugee women, which resulted in the publication of a handbook, *Working with Refugee Women*. FWCC has raised the subject of refugee women at forums at Geneva and in New York, as well as at the Commission on the Status of Women, at its thirty-fourth session, held at Vienna in 1990.

16. INSTITUTE OF CULTURAL AFFAIRS (INTERNATIONAL)

The Institute of Cultural Affairs (International) holds women's forums and discussions in the 32 countries of its operations

on how women experience their situation and how they might respond. Specific projects in developing countries are related to: women and income-generation (Kenya); women and agriculture (Côte d'Ivoire); women and health (Egypt) and work with mothers' groups (Peru). Mother/child health programmes in Africa are receiving special attention and will be expanded to include Nigeria. With the aim of developing educational methods (cassettes, and the use of non-formal education methods) that allow village mothers to train themselves and others, the Institute has developed a cassette system for rural women on agriculture, a training system for illiterate women on health and a curriculum for family planning in urban slums.

17. INTERNATIONAL BAR ASSOCIATION

The Working Group on Gender Issues of the International Bar Association (IBA), which was founded in 1988, holds sessions at IBA conferences where gender issues are discussed. The Group looks at cases of discrimination and/or oppression of either sex, wherever they occur. Once the problems have been identified, it endeavours to bring them to the attention of those concerned with a view to remedying the situation through the rule of law and with the support of lawyers. The title of the Group's meeting in 1990 is "A comparative study of gender discrimination law".

IBA has been conducting a project for legal aid for women and for legal literacy for women in Nepal since 1987.

18. INTERNATIONAL CHRISTIAN YOUTH EXCHANGE

The constitution of International Christian Youth Exchange (ICYE) includes the principle of equality among cultures, nations and sexes and also specifies that the composition of the board of managers shall reflect the geographic distribution of ICYE and the equal representation of both sexes. Within ICYE, there is a recommendation that there should be women co-ordinators in each national committee and also a woman co-ordinator in each region. With the aim of gathering and representing the interests of female participants in the exchange programme and exchanging ideas and plans of action for the advancement of women in its different regions of operation, ICYE is organizing a seminar by and for women at the regional and national committee level. Between 60 per cent and 70 per cent of the participants in exchanges are women.

19. INTERNATIONAL CONFEDERATION OF FREE TRADE UNIONS

The main activity of the International Confederation of Free Trade Unions (ICFTU) is: promoting the interests of working people through international solidarity; improving working and living conditions; defending the rights of trade unions; and promoting equality between men and women. The Women's Committee of ICFTU meets twice a year to examine all matters affecting women's lives and work and to develop policies and actions to promote equality for women at the workplace and within trade unions. The Women's Bureau co-ordinates the work of the secretariat of ICFTU with regard to women's issues including researching the situation of working women throughout the world, preparing policy documents, representing women trade unionists in international forums and co-ordinating assistance to women trade unionists in developing countries. With the aim of achieving the full participation of women in society, employment and trade unions, attention is focused on: assessing progress towards equality in society, employment and trade unions; identifying obstacles and challenges and developing strategies for trade unions; implementing the Programme of Action for the Integration of Women Into Trade Unions; and implementing the plan of action to promote women's trade union solidarity.

The theme of the fifth World Women's Conference in 1991, which will adopt forward-looking strategies for unions, is "Equality: the continuing challenge - strategies for success". The Confederation sponsors trade union activities in 60 countries, including training and organizing women workers, and establishing women's committees. Regional women's committees have been established in Asia, Latin America and the Caribbean and one is being set up in Africa. On 8 March 1990, the Women's Committee adopted two solidarity projects: the establishment of an integrated development and literacy centre for women in Burkina Faso and the provision of vocational training for rural women in El Salvador.

Recent publications include *ICFTU Policy on Work and Family*, *On Organising Workers in the Informal Sector*, *Trade Unions and Working Women* (a training manual), *Sexual Harassment: a Trade Union Guide* and *Positive Action: Policies and Guidelines for Trade Unions*. The women's newsletter *Union Women on the Move* is published in English, French, German and Spanish every two months.

20. INTERNATIONAL CO-OPERATIVE ALLIANCE

The Women's Committee of the International Co-operative Alliance (ICA), which is active in the promotion and development of co-operative organizations, organizes conferences and seminars for the promotion of women's participation in co-operative development and undertakes research activities. Regional projects are conducted for developing countries and assistance is given to member organizations in promoting women's participation in co-operative development. In order to enhance women's status as partners in co-operative development and thereby bring about an improvement in the social and economic conditions of women, ICA is implementing women's co-operative development projects in East, Central and southern Africa, Central America and the Caribbean and is formulating a policy on human resource development for co-operatives in developing countries with a focus on women. The Committee is also devoting its attention to the organization of seminars for women on co-operative management and women in leadership roles.

Women's participation in co-operatives is increasing and specialized women's co-operatives have been established in those countries where social conditions do not welcome the participation of women in male co-operatives. Through training and management courses, the self-image and capacity of women to improve their economic situation has increased. Articles on women are included in the publications *The Review of International Co-operation* and *ICA News*.

21. INTERNATIONAL COUNCIL OF PSYCHOLOGISTS

The International Council of Psychologists (ICP), which promotes education for mental health, was founded by women psychologists in 1941 and opened to male membership in 1959. Activities in New York and at Vienna include those to enhance the value of women in the family and the workplace and in fostering development, peace and a safe environment. In order to provide equal status and rights to women and girls throughout the world, ICP gives priority to the UNESCO-UNICEF Joint Committee on Education, where a primary goal is the education of girls and women in all societies, and to the Committee of the Family, where the role of women is emphasized. Many countries are committed to holding international meetings of representatives from Governments, industry and education. Articles on women's issues are included in the *International Psychologist Newslettter*.

22. INTERNATIONAL COUNCIL OF VOLUNTARY AGENCIES

The International Council of Voluntary Agencies (ICVA) promotes communication and collaboration between voluntary agencies active in humanitarian assistance and development co-operation and has dealt with the advancement of women as a new area of activity since 1986. Opportunities for more participation by women in leadership positions within the structure of ICVA are promoted and member agencies are encouraged to do the same within their structures. The long-term objective is to include women's concerns and contributions in the mainstream agenda, as well as to have more women in positions of power. An action plan, "Partners: promoting the inclusion of women's concerns and contributions", has been drawn up and an *ad hoc* group has been set up to determine which elements of the plan can be implemented with available resources within the next year and which will have to wait. Awareness-raising sessions and film evenings are held with members. The principle has been adopted of attaining over a long-term an equal representation of women and men on the Executive Committee. Recent publications that focus on the integration of women's concerns and contributions into the mainstream agenda include a *Statement of intent on gender representation as adopted by the ICVA Governing Board on 19 March 1988* and a statement to the Commission on the Status of Women at its thirty-fourth session in 1990.

23. INTERNATIONAL COUNCIL ON SOCIAL WELFARE

In promoting social development, the International Council on Social Welfare (ICSW) seeks to bridge the gap between the voluntary and government sectors and holds biennial international conferences. With regard to women in particular, ICSW aims at transferring information from the local to the international level and vice versa and at tracing active and interested groups, experts and individuals. Efforts are made: to link international discussion forums and action and concerns at the local level; to provide regular information to member organizations on United Nations programmes, plans and instruments; and to include issues related to women in activity programmes. Direct contacts have been made between government representatives, members of the Commission on the Status of Women and representatives of non-governmental organizations. Steps towards improving co-ordination and collaboration have been undertaken at the planning and execution stages of national plans and programmes for the mid-term and long-term. A survey of a large network of affiliates of national member organizations was carried out recently and a booklet subsequently published entitled: *Women and their Vital Role in Development, Some Observations of ICSW on the FLS*. A workshop was organized during the 1990 NGO Consultation at Vienna on Women and Access to National Development.

24. INTERNATIONAL COUNCIL ON THE MANAGEMENT OF POPULATION PROGRAMMES

Within its general activity of population programme management, the International Council on the Management of Population Programmes: provides assistance for research on the needs and problems of working women; promotes training in upgrading the capabilities and skills of women managers; strengthens the capabilities of women's organizations to enhance their efficiency and effectiveness; develops training materials and supports innovative activities; and disseminates information and materials. Various projects are being undertaken to create an awareness of women's social and economic problems to give them confidence and skills in leadership and management development, to increase their income-earning capacity and to raise their status. These include in-country research and training in Asia, a regional workshop on leadership and management in Malaysia, management skills training for income-generation in Bangladesh, Indonesia, Pakistan and the Philippines, and research and the publication of training materials.

The Council has created a network of women's organizations and training institutions through institutional development; trained 1,500 women leaders and managers in management skills; published a project management training manual in 13 volumes and disseminated information through its newsletter *Feedback*.

25. INTERNATIONAL FEDERATION OF AGRICULTURAL PRODUCERS

The International Federation of Agricultural Producers (IFAP) deals with agriculture and farmers' interests, policy, trade, commodities, and the organization of co-operatives through meetings, publications and information, and representation at the international level. IFAP promotes women farmers' participation in its activities at the regional and international levels by participating in general conferences, seminars, workshops, training courses, and development programmes and projects, such as strengthening farmers' organizations, communication, studies and publications. Work is also being undertaken to encourage the integration of female farmers into socio-economic organizations of farmers and to increase the sensitivity of male farm leaders. The main agenda items of the biennial session of the Committee on Women in Agriculture in 1990 cover agrochemicals from a woman's point of view and the Plan of Action for the Integration of Women in Development of the Food and Agriculture Organization of the United Nations (FAO). A seminar for farm leaders from developing countries includes a topic entitled "Promoting women's interests in relation to financial sustainability". The integration of women's concerns into the Development Communication Programme is receiving priority attention. These activities are aimed at: enhancing the status of women farmers and improving their working and earning conditions, promoting women's partici-

pation in agricultural organizations and strengthening farmers' organizations so that they can provide better services to members, including low-income groups and women farmers.

Almost all member organizations are engaged in promoting the membership of women farmers and improving the position of women in agriculture. A growing number of women are slowly gaining posts of responsibility at all organizational levels. IFAP activities for developing countries include women's concerns in particular. Two training courses for African women farmers have been organized by the African Regional Committee. A woman has been elected Vice-Chairman of the Standing Committee on Agriculture in Developing Countries. The sessions of the Committee have become an official event and the participation of women from developing countries is ensured through external contributions. Publications include *Women Farmers and Family Farms*, *Women's Access to Agricultural Organizations*, *Training Needs and Opportunities for Women Farmers*, *IFAP and Women Farmers*, and *Agrochemicals: A woman's view*. Recommendations on the position of women farmers are included in seminar reports on the following subjects: pricing policies; agricultural marketing and farm input supply; farming systems; and the greater participation of farmers in development projects. The proceedings of the General Conference include reports of sessions of the Standing Committee, and articles on women are often published in the monthly *IFAP Newsletter* and the quarterly publication *Farming for Development*.

26. INTERNATIONAL FEDERATION OF PLANTATION, AGRICULTURAL AND ALLIED WORKERS

Within its general activities of organizing rural workers and improving their living and working conditions, the International Federation of Plantation, Agricultural and Allied Workers (IFPAAW) works to strengthen the participation of women in workers' organizations. Action is related to basic awareness-building through seminars and programmes; safety and health questions including the use of pesticides in agriculture; promoting awareness of standards of the International Labour Organisation (ILO) for workers at the national level; assisting workers' organizations in developing socio-economic and income-generating activities for women; and encouraging workers' organizations to integrate women into leadership roles. Priority is being given to regional programmes in Africa, Asia and Latin America for women in rural workers' organizations, including basic training and training for skills in income-generating activities, in order to make women aware of their capacities as women and as members of their organizations and to increase their abilities to make their own and their families' lives more satisfactory in terms of basic needs.

Approximately 1,000 women in Africa, 2,000 in Asia and 1,000 in Latin America have benefited from the regional programmes in the last two years. Some workers' organizations have modified their constitutions to create elected posts for women, and women have become more active in their organizations, which will have the effect of changing the thrust of union policy. IFPAAW has published *IFPAAW and Rural Women Workers* and articles on women are included in the quarterly *IFPAAW News*.

27. INTERNATIONAL HUMANIST AND ETHICAL UNION

The Commission for Human Rights of the International Humanist and Ethical Union (IHEU) is involved in human rights research including the segregation of Church and State, the right to self determination, women and human rights, gay and lesbian rights and development work. A programme on women and human rights is being developed and a report will be published documenting discriminatory practices against women living under fundamentalism in the countries of Africa, Asia and Latin America. Funding is provided to small grass-roots, community-based women and development projects and a strategy to advocate on behalf of overseas partners are being developed. With the aim of increasing public awareness and advocacy, especially within the international humanist community, emphasis is being placed on the subject of women and fundamentalism. Data collection and networking are key projects in the initial stages of the programme on women and development.

28. INTERNATIONAL INSTITUTE OF ADMINISTRATIVE SCIENCES

Under the European Group on Public Administration of the International Institute of Administrative Sciences (IIAS), the Women in Public Service Study Group studies aspects of the situation of women in public administration. The emphasis is on networking between members of the Group who are practitioners, academics, consultants, researchers and other persons professionally involved in public administration. In 1990, a joint conference is being organized with the International Association of Schools and Institutes of Administration to review substantive issues related to women in administration and management, particularly upward mobility. The Group aims at enhancing linkages with organizations outside as well as inside the public sector that have expertise in the field of women and management and at disseminating research findings by members. A European Network of specialists interested in women in public administration has been established. A paper presented at the Conference on Equal Opportunity International in 1989 is being published and individual members have published various studies.

29. INTERNATIONAL INSTITUTE OF RURAL RECONSTRUCTION

The International Institute of Rural Reconstruction (IIRR) seeks to change the quality of life of the rural poor by promoting and demonstrating the principles and practices of integrated rural development in Africa, Asia and Latin America and to promote the integration of women's concerns into development. At least 30 per cent of the participants in training courses must be women and special sessions on women in development are offered. IIRR staff and women members of the People's Organization participate in national women's activities such as the Women's Congress, forums, rallies etc.

A special session entitled "Women in Development" was conducted during the 32nd International Training Course and a women's week was celebrated from 1-7 March 1990, with a simple programme to open the exhibits prepared by the Women's Task Force. The Institute's Research Report No. 2, 1989, included a feature entitled *Involving rural women in organizations: Implications to their development* and women's issues are sometimes featured in *Rural Reconstruction Review*.

30. INTERNATIONAL JURIDICAL ORGANIZATION

The International Juridical Organization (IJO) is involved in economic and social development law, environmental law and human rights. In the field of human rights, priority attention has been given to the advancement of the status of women. Special emphasis has been placed on the implementation of the Convention on the Elimination of All Forms of Discrimination against Women (General Assembly resolution 34/180, annex). In order to promote and assure the effective integration of women into the development process, IJO has been promoting equal rights for women in Italy and the developing countries. Positive results have been achieved in Italy but complete equal rights for men and women remain to be claimed in many different sectors. Documentation on African women's right to own land, particularly under Moslem law, is being collected with a view to preparing a comparative legislative study.

31. INTERNATIONAL ORGANIZATION OF CONSUMERS UNIONS

Working for consumer protection in general, the International Organization of Consumers Unions (IOCU) promotes, protects and supports breast-feeding through advocating information, education and training, as well as studying the marketing of medicines to women and the impact of pesticides on rural women. In order to advance the power of women by improving their health and status and by their gaining more control over their own problems, attention is being focused on the monitoring of the International Code of Marketing of Breast-milk Substitutes through the State of the Code Report. Women's groups are being instructed about the danger of the misuse of pesticides and the implementation of the International Code of Conduct for Distribution and Use of Pesticides of FAO. Results are changes in the policies of various Governments and the establishment of global citizen networks to provide information and solidarity to

women's groups on these issues. Recent publications include: *Adverse Effects - Women and the Pharmaceutical industry; Till They have Faces: Women as Consumers; Babies: Breastfeeding and the Code; Bottle Feeding in Pakistan; Milk and Murder; Protecting Infant Health: A Health Worker's Guide to the International Code of Marketing Breastmilk Substitutes; State of the Code by Company, 1988*; and *State of the Code by Country, 1988.*

32. INTERNATIONAL PROGRESS ORGANIZATION

Dealing with cultural dialogue, peaceful co-existence among nations and human rights, the International Progress Organization (IPO) propagates the emancipation of women in the social, economic and political fields. Special attention is given to the basic questions of democracy and the full integration of women into the process of political decision-making. With the aim of achieving the equal representation of women in parliaments and other decision-making bodies, concentration is being placed on the emancipation of women as a basic requisite for achieving a democratic society and developing it further; an international meeting will be held in 1991.

33. INTERNATIONAL SOCIAL SECURITY ASSOCIATION

Considerations related to the status and advancement of women are basic to all the activities of the International Social Security Association (ISSA) in promoting international co-operation to protect, promote and develop international social security throughout the world. A study entitled *The effect on survivors' pensions of women's aspirations to equality and of their entry into the labour market* was included in the 1987-1989 programme of the Permanent Committee on Old-Age, Invalidity and Survivor's Insurance, and a final report, which has been published in English, French, German and Spanish, was adopted by the ISSA General Assembly in 1989. A research conference entitled "Equality of treatment of men and women in social security" was organized in 1988. The topic of "Maternity protection measures in various branches of social security" will be on the agenda of the Regional European Meeting in 1992 and the recent development of such measures will be studied in so far as they relate to maternity insurance, family allowances and the prevention of occupational risks.

34. INTERNATIONAL UNION FOR CONSERVATION OF NATURE AND NATURAL RESOURCES

The Women and Natural Resource Management of the World Conservation Union, International Union for Conservation of Nature and Natural Resources (IUCN), aims, through case-studies, consultations, workshops, training and dissemination of information, at enhancing women's capacities as managers of natural resources and as agents of change in the conservation of the natural environment. Priority activities include: the incorporation of a gender-analysis process in natural resource management in all IUCN programmes; gender-disaggregated data analysis in natural resource utilization and management of the natural environment; and small-scale demonstration and follow-up on gender focus in natural resource management activities in developing regions where natural conservation requirements are critical. A handbook entitled *Third World Women Managing their Natural Environment* will be made available to women and women's organizations, development planners and donors. A list of approaches to involving women and women's organizations in natural resource management has been compiled. Women involved in small-scale income-generating activities that use natural resources have been trained in management, and the training curriculum on women in forestry, designed for women extension workers, has been revised.

35. INTER-PARLIAMENTARY UNION

As the focal point for worldwide parliamentary dialogue, the Inter-Parliamentary Union (IPU) works for peace and co-operation between peoples and for the firm establishment of representative institutions. Meetings of participating women parliamentarians are held on the occasion of every statutory Conference. The first Inter-Parliamentary Symposium on the Participation of Women in Decision-making Processes in Political and Parliamentary Life was held at Madrid in June 1989. Current activities are concentrated on a world inquiry on the partici-

pation of women in political life to assess the current situation and to determine further activities to promote women's participation in political life.

The results of recent IPU surveys on the distribution of seats between men and women in national parliaments and on the participation of women in political life and the decision-making process have been given wide distribution, as have two editions of a world map showing the percentage of women in the national parliaments of some 130 countries as at 1 January 1988 (14.6 per cent) and 30 June 1989 (12.7 per cent).

36. LATIN AMERICAN SOCIAL SCIENCE COUNCIL

The Working Group on Women's Condition of the Latin American Social Science Council (CLACSO) is involved in academic activities, meetings, publications and fellowships for research on women's problems in Latin America. Seminars held since its inception in 1983 include "Women and politics in Latin America: new and old ways of doing politics", "Again on new social movements" and "Women and habitat: a new agenda of research". Priority attention is directed towards developing human resources, especially of junior researchers. Up to the end of April 1990, 22 persons from Spanish-speaking countries had participated in the training programme and 20 more trainees are expected in the next three years. Four books will be published with articles and reports prepared by trainees and the Group's activities are published in the bimonthly *Carta de CLACSO*.

37. LUTHERAN WORLD FEDERATION

The Lutheran World Federation deals with inter-church relations, Christian and humanitarian aid and the global issues of human rights, peace and justice. It has an office of Women in Church and Society, the main purpose of which is the advocacy of women. The Federation empowers women for participation in church and society through education programmes, disseminates information to churchwomen on activities of the United Nations and non-governmental organizations and funds women's participation in development. Attention is being focused on economic literacy for women to empower them for full inclusion and participation in the community. Through workshops, seminars and exposure events, attempts are being made to assist women to articulate their economic knowledge and to link what they know with the world economic debates on subjects such as the debt crisis, sustainable development and income-generating and profit-making activities.

A major consultation with 80 women, held in 1989, outlined recommendations for future work. The report of the conference has been published under the title *Open our Eyes*. Another publication, *Speaking for Ourselves*, is a book on women by women. The magazine *Women* is published biannually.

38. ORGANIZATION OF AFRICAN TRADE UNION UNITY

Working to defend the material, social, economic, cultural and moral interests of African workers and to co-ordinate and guide the activities of African national trade union organizations, the Organization of African Trade Union Unity (OATUU) recognizes the advancement of women in general, and working women in particular, as a priority area. The objectives of OATUU activities are to make society in general more aware of the plight of working women and to make women, and working women in particular, more aware of their responsibilities to resist all types of discrimination and inequalities in society. Priorities are opposing discrimination against women in employment, and promoting equality in employment, equal pay for equal work, trade union careers and leadership for women, educational activities and programmes for working women.

The number of working women involved in the campaign for the advancement of women in Africa and within the labour movement has increased considerably over the past decade. The educational drive of OATUU and its affiliates to uplift the political and socio-economic standards of working women in Africa could be termed as successful. OATUU has published *The Role of Working Women in Trade Union Development.*

39. OXFAM (Oxford Famine Relief Organization)

The Gender and Development Unit was set up by OXFAM, which renders development assistance in developing countries, to monitor and advise on the OXFAM programme overseas in order to ensure that women are adequately provided for in its projects. In employment provisions in the United Kingdom of Great Britain and Northern Ireland, equal opportunity procedures and training have been effective in widening opportunities for women generally and in ensuring that they are better represented in technical and management grades throughout OXFAM. The Unit's overall aim is to ensure that gender issues are integrated into all OXFAM work overseas and it works with staff overseas and at headquarters visiting and advising on projects. Training and workshops on gender issues are provided for staff and project partners to ensure that women employees are developed to their full potential and are equally represented at all levels in OXFAM. A gender policy for OXFAM is in the process of being accepted.

Some of the overseas offices of OXFAM already have a gender policy and have incorporated it into all their programme work. Others are working towards this aim. In the United Kingdom, women have increased their representation at management levels since 1988 from 7.5 per cent to 34 per cent. The Unit produces a quarterly newspack for the use of OXFAM staff. It includes articles by staff and partners, with some contributions from academics. Three publications are to be issued shortly: a book from the newspack, a book entitled *What is Gender* and a book on Brazil.

40. POPULATION INSTITUTE

The Population Institute (PI) provides information and education designed to bring about a more equitable balance between the world's population, its resources and its environment. Its activities are aimed at the promotion of modern family planning, the basic human right of couples to determine the size and spacing of their families, and the provision of family planning services to the estimated 500 million women who need and want to limit their fertility but who are denied access to birth control services. Priority is being given to efforts to encourage the Government of the United States of America to resume its contributions to the United Nations Population Fund, as well as its contributions to the International Planned Parenthood Federation, which have been sharply reduced.

In aiming to ensure that women throughout the world have access to the means and technology that can ensure them that they will have only the number of children they want when they want, PI has recruited over 30,000 persons throughout the United States who have pledged to work towards the achievement of global population stabilization. PI has published *The Nairobi Challenge*, a global directory of women's organizations that implement population strategies, and two special editions of *POPLINE*, a bimonthly newsletter, have been devoted to women's issues.

41. THE POPULATION COUNCIL

The Population Council has a programme on women's roles and status and conducts policy-related research and regional and interregional seminars and publishes several series. In order to expand the available information on the centrality of women's roles in both production and reproduction, the Council continues to gather information on the impact of large-scale development activities, especially agricultural and rural development, on women within different social groups, as well as on the determinants and consequences of families headed and maintained by women in developing countries and their inter-generational effects.

Numerous publications relating to women's issues have been issued or sponsored by the Council over the past 10 years.

42. THIRD WORLD ACADEMY OF SCIENCES

The Third World Organization for Women in Science (TWOWS) is being set up by the Third World Academy of Sciences to promote women scientists and technologists from developing countries. TWOWS will play an active role in increasing the access of women to science and technology and in promoting the greater participation of women scientists and technologists in the development process of their countries and in the international

community. TWOWS will also promote scientific and technical co-operation at both the regional and global levels, giving consideration to different cultural and socio-economic systems. TWOWS is compiling a data-base directory of women scientists in developing countries in order to create potential points of contact between them, to enhance mutual awareness and to generate research collaboration. Over 2,500 women scientists have sent in data. The proceedings of the Academy's conference entitled *The Role of Women in the Development of Science and Technology in the Third World* have been published, as well as a brochure on TWOWS. The *TWOWS Newsletter* is a recurrent publication.

43. WORLD BLIND UNION

The World Blind Union has a standing Committee on the Status of Blind Women, which promotes equal rights for blind women within and outside the Union and arranges leadership and general training seminars for blind women. The Committee has medium- and long-term plans of action to ensure that blind women participate more at the level of the national delegation, the executive of regional unions and the World Executive Committee and tries to assist blind women to help themselves and to contribute to a more equal participation at all levels. Current activities include the arranging of leadership-awareness and general training seminars for blind women in developing countries; making the leadership of organizations of and for the blind at national, regional and international levels aware of the discrimination that blind women suffer; and informing the community of the difficulties and potentials of blind women, whose advancement is hindered by the double discrimination against them as women and as disabled persons.

Opportunities for blind women, although not yet at a desirable level, are slowly improving and the presence of blind women at the national, regional and international level is increasing. Some national organizations are already operating affirmative action programmes and one of the main priorities of the Union for 1988-1992 is to raise the status of blind women. The *WBU Newsletter* includes articles on the situation of blind women and plans to publish a specific brochure on the subject. The Uruguayan Braille Foundation publishes a magazine for blind women in Spanish-speaking regions and one of the members of the Committee publishes a magazine on cassette, addressed to blind women internationally, entitled *Status*. Some national studies on the status of blind women have been made; for example, in Argentina.

44. WORLD CONFEDERATION OF LABOUR

Within its main activities of trade union organization and the improvement of living and working conditions, the World Confederation of Labour (WCL) promotes development projects with women's participation, trains and raises the awareness of women so that they can be active in the development process and takes action to promote the equality of access to education, vocational training and work. With the aim of enhancing women's active participation in the trade union movement and their involvement in social life at the local and national level, emphasis is placed on training activities, the promotion of co-operatives in rural and urban areas, and the production of guidelines in the General Programme of Action referring specifically to the promotion of women.

Development projects for women are being undertaken in Africa, Asia and Latin America. Activities leading to the improvement of legislations in general are showing results. The Confederation published *Women at Work* in 1985 and *Equality of Access to Education* in 1987. The quarterly review, *Labor*, gives regular information about the situation of women in trade unions.

45. WORLD CONFEDERATION OF ORGANIZATIONS OF THE TEACHING PROFESSION

In dealing with education and trade union rights, the World Confederation of Organizations of the Teaching Profession (WCOTP) has a policy statement on women in education and teacher associations that is promoted on all possible occasions. A biennial report on the situation of women in education and in teacher organizations is prepared. Many projects are under way in developing countries, mainly in the area of the upgrading of professional skills, trade union education and leadership training. Documentation of the Committee on the Elimination of Discrimination

against Women is used in training projects, in which women must be included. Special development projects specifically for women are also promoted. Attention is being focused on: promotion of policy; monitoring of curriculum content; monitoring of equality provisions in member organizations; and studies of the demands made on people in leadership positions in a number of organizations.

An increase of women holding positions of responsibility in teacher organizations in developing countries has been noted. In developed countries, the increase has been less but the percentage of women in positions of responsibility in teacher organizations and as heads of schools is higher than in developing countries. An increased awareness of the importance of the participation of women is noted as is greater awareness and participation among women. The quarterly magazine *Echo* carries articles on activities for women in various countries and *Bulletin* is issued bimonthly to member organizations.

46. WORLD COUNCIL OF CHURCHES

The World Council of Churches (WCC) Sub-Unit on Women in Church and Society advocates women's concerns and perspectives so that they become integral to the work of the World Council of Churches and its member churches. The mandate of the Sub-Unit is to encourage the full and active participation of women in the life of the Church and the community, with specific focus on their taking an active role in the decision-making structures of the Church and community. Three main emphases of the programme are: ways of facilitating the participation of women through awareness-raising of socio-economic political-theological issues and providing practical experience of putting this knowledge into practice; creating an awareness of justice, peace and the integrity of creation so that ways can be found of promoting justice and peace and protecting and conserving the environment; and enabling women to reflect theologically from their own experience and context, so that they can be affirmed and empowered to challenge oppressive structures, both in society and the Church.

WCC launched the Ecumenical Decade for Churches in Solidarity with Women, 1988-1998, as a follow-up of the United Nations Decade for Women: Equality, Development and Peace (1976-1985), which, in spite of its successes, did not touch adequately on the concerns of churchwomen or challenge the churches to take stock of the position of women in society. The Women and Rural Development Programme, which has been in operation since 1975, was established for the purpose of helping women in the most marginalized situations to identify their needs and to plan their own programmes with the aim of improving their situation and that of their families. A strong focus is on education and leadership development. Women are being encouraged to use creative methods of teaching skills and sharing experience. Ways are also provided for women to link up with others to strengthen networks.

47. WORLD COUNCIL OF INDIGENOUS PEOPLES

Within the framework of human rights, the World Council of Indigenous Peoples (WCIP) is involved in advocacy, networking and development education. Activities are designed to increase the organizational capabilities of women in order to integrate them efficiently into the overall process of community development through a number of small income-generating projects and training workshops. A regional workshop of indigenous women of Central America was held in 1990 to analyse and discuss the situation of indigenous women within the context of their reality and the struggle of their peoples. The report of the workshop has been published.

48. WORLD FEDERATION FOR MENTAL HEALTH

A number of the activities of the World Federation for Mental Health (WFMH) are directed towards women, for instance, those focusing on intergovernmental family planning for the mentally ill, foetal transplantation, biomedical research and the preparation of workshops and documents on biomedical technologies and women's rights for UNESCO. Since 1985, a session on women's issues is held at every WFMH Congress. The Standing Committee on Women has initiated a women's network and is collecting information on schemes that are helping to maintain women's mental health. Such subjects as the abuse of women patients, with particular concern about sexual issues, and the right

of women to choose women mental health professionals for diagnosis and treatment are tackled, as well as the need to increase the involvement of women at all levels in WFMH. In 1989, the Committee organized a regional workshop entitled "European Situation of Women in Mental Health". The Committee on Responsible Parenthood concerns itself with questions related to sex education, family planning and abortion.

49. WORLD FEDERATION OF TRADE UNIONS

The main activity of the World Federation of Trade Unions (WFTU) is the defence of workers' rights, the support of their economic and social demands and the promotion of their social situation, and working and living conditions. Activities to prevent discrimination against women cover the following areas: access to employment; wages; promotion; development of skills; improvement of women's living and working conditions; family policy; and the right of women to join freely trade union organizations, and to take part in their activities, as well as to participate equally in decision-making. WFTU identifies specific regional problems faced by working women and trade unions and prepares programmes of demands for the practical implementation of legal norms concerning working conditions for women and actions for either the adoption of new legislative measures in favour of women or the progressive modification of existing ones. Priority is being given to studying: the impact of the introduction of new technology on women's employment; the problems of night work for women; and the specific problems of women working part time, on temporary limited contracts, or at home. A series of regional seminars was organized on these topics between 1987 and 1989. WFTU has published the *Working Women's Charter 1989*, a general platform for actions by working women and trade unions and their programmes of demands.

50. WORLD UNIVERSITY SERVICE

Composed of 45 national committees and focusing on education, the World University Service (WUS) originated from the initiatives of two women. Efforts to increase the participation of women in all levels of the structure of WUS, as well as in its programmes and activities, resulted in the elaboration of the Action Plan for Women in 1988. Women and Education is one of the five programme areas of WUS and one of two priority areas for the period 1988-1991. The objective is to make an effective contribution to the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women by promoting programmes and activities that meet the educational needs of women. In the process, women's issues will be integrated into all WUS activities and programmes. Specific objectives are to promote and support community education projects, to facilitate the preparation and publication of four regional women-specific newsletters on a regular basis, to enable the Women's Commission of WUS to function and to ensure monitoring and evaluation of the impact on women of existing educational programmes and projects.

51. WORLD VETERANS FEDERATION

The main activities of the World Veterans Federation (WVF) are focused on repairing the damages of armed conflict and promoting international solidarity, peace, disarmament, international security, human rights and international humanitarian law. The Standing Committee on Women was created in 1985 to focus on the situation of women in and after armed conflicts and to suggest ways and means of alleviating the sufferings that those conflicts had generated. In 1986 and 1988, questionnaires were sent to obtain an overview of the situation of former women combatants and war victims and to ascertain what kind of benefits were being given by Governments to women victims of armed conflicts. Priority is being given to the identification of problems and what can be done by Governments and the international community to assist women, especially those who participated directly in armed conflicts, those who are victims of war because of their relationships to participants in armed conflicts and those who are victims of armed conflicts because of the circumstances and consequences of war, such as forced labour, disabled civilians, detainees and refugees. The aim is to ameliorate the situation and to alleviate the sufferings of women war veterans, ex-combatants, ex-resistance fighters and ex-prisoners of war and to ascertain whether women whose experience is parallel to that of men are receiving equal treatment.

Resolutions and recommendations on women ex-combatants and war victims have been adopted in various forums and the Standing Committee on Women has set up working groups on war disabled, social legislation, aging and refugees. Recent publications include *The Role of Women in War and their Contributions to Establishing Peace* and a paper on *Problems of Women and Children in Armed Conflicts.*

C. ORGANIZATIONS WITH NO SPECIFIC PROGRAMMES ON WOMEN

52. ANTI-SLAVERY SOCIETY FOR THE PROTECTION OF HUMAN RIGHTS

The activities of the Anti-Slavery Society for the Protection of Human Rights are directed to fighting contemporary forms of slavery, such as child labour, bonded labour, chattel slavery, serfdom, and servile forms of marriage. While not focusing on women as such, the Society tries wherever possible to distinguish them within groups being studied and to identify their particular problems. Current activities include establishing facts and making recommendations to official bodies on: the situation of women ex-slaves in Mauritania; the situation of out-workers, who are mostly women, in the United Kingdom; and the situation of domestic workers from South-East Asia (mostly the Philippines) in Europe and North America. The 50 years of initial work undertaken by the Society on female circumcision is being taken over by the Inter-Africa Committee and the subject of traditional practices is now on the agenda of the Sub-Commission on Prevention of Discrimination and Protection of Minorities.

53. CARITAS INTERNATIONALIS

Issues related to women are being followed with increasing interest. Women may be one of the main themes at the next general assembly of Caritas Internationalis to be held in 1991. Much attention is being focused on AIDS and women and the economic and social implications.

54. EUROPEAN FEDERATION FOR INTERCULTURAL LEARNING

The European Federation for Intercultural Learning (EFIL) deals with exchanges of European youth. All its activities are open to both male and female participants and, in general, the participants are 60 per cent female and 40 per cent male. Female participation in seminars organized by EFIL is encouraged.

55. HELEN KELLER INTERNATIONAL

Helen Keller International is a major agency working to prevent blindness and to provide educational services to persons in developing countries who are blind or whose vision is impaired. It helps to integrate eye care into basic health-care systems. Programmes, which are carried out in 32 countries, include vitamin-A distribution and nutrition education to prevent blindness caused by a deficiency of vitamin A, and the rehabilitation of the blind in rural areas through the simple, low-cost training of local workers who impart skills to them and to those whose vision is impaired.

56. INTERNATIONAL ASSOCIATION FOR THE CHILD'S RIGHT TO PLAY

The majority of the members of the International Association for the Child's Right to Play, which promotes better opportunities for play for children through "opinion work", conferences and publications, and of its council are women.

57. INTERNATIONAL ASSOCIATION FOR THE EXCHANGE OF STUDENTS FOR TECHNICAL EXPERIENCE

The International Association for the Exchange of Students for Technical Experience (IAESTE) makes no distinction between male and female students regarding the provision of places for practical experience.

58. INTERNATIONAL ASSOCIATION OF AGRICULTURAL ECONOMICS

The International Association of Agricultural Economics is involved in planning and conducting the triannual international conference of agricultural economists. Various sessions and papers at the conferences have been concerned with the status and advancement of women.

59. INTERNATIONAL COUNCIL OF NURSES

In dealing with issues related to nursing and the protection of nurses' interests, the International Council of Nurses (ICN) lobbies for professional recognition for nurses, develops their leadership as well as communication and negotiation skills and strengthens national associations of nurses. Greater visibility of nurses has been achieved as well as their participation in policy-making. ICN publishes a newsletter on socio-economic welfare, including issues related to equal pay.

60. INTERNATIONAL FEDERATION OF INSTITUTES FOR ADVANCED STUDY

The International Federation of Institutes for Advanced Study (IFIAS) seeks to bring science to bear on global environment and development problems and has recently received a grant for the purpose of formally integrating women and issues related to women into its structure and activities. IFIAS will be studying ways of incorporating more women into its decision-making and project activities and will also deal with women's development concerns in its programme research. IFIAS is seeking a leader for its project entitled "Advancing Women in Science", who should be a woman scientist, preferably from a developing country. Once the project begins, a network of scientists and activists concerned with issues related to women in developing countries will be developed and a conference organized to set the immediate agenda for research.

61. INTERNATIONAL OCEAN INSTITUTE

The International Ocean Institute (IOI) trains government representatives from developing countries in marine policy and marine resource management in order to build a cadre of officials and policy makers and enable them to devise sound management policies and development strategies by making them aware of the integrated nature of ocean activity. A special allocation of scholarships is given to women from developing countries. So far, 493 people, of whom 70 (14 per cent) were women, have been trained.

62. INTERNATIONAL POLITICAL SCIENCE ASSOCIATION

At its meeting in April 1989, the Executive Committee of the International Political Science Association (IPSA) decided to note as a matter of serious concern the under-representation of women at all levels of IPSA activities. A Committee on the Status of Women in IPSA was created to explore and propose positive actions to allow and encourage women to expand significantly their participation and leadership in IPSA, as a means of both advancing their careers and enriching the intellectual and institutional life of IPSA. Two research committees are working on women's studies and issues related to women.

63. INTERNATIONAL SECRETARIAT OF CATHOLIC TECHNOLOGISTS, AGRICULTURALISTS AND ECONOMISTS

The International Secretariat of Catholic Technologists, Agriculturalists and Economists (SIIAEC) is a professional secretariat of Pax Romana studying the problems arising among technologists, agriculturalists and economists with regard to Christian faith and ethics. The influence of women in enterprises is greater than might be believed from their hierarchical positions, although in the industrial and economic sphere, women are increasingly reaching high-level posts. Priority is given to the dignity of human beings, their rights and duties, and to the very poor.

64. INTERNATIONAL UNION FOR HEALTH EDUCATION

In promoting health through education, the International Union for Health Education (IUHE) has no specific activities aimed at women in particular. It collaborates with governmental and non-governmental organizations to raise and maintain the highest standards of theory and practice in health education. The aim of IUHE is to enable its members in over 80 countries to improve their knowledge and control of their communities' state of health through education, and to empower individuals and communities so that they can participate and exercise the responsibility necessary to adopt healthy habits and to improve their physical and social environments.

65. INTERNATIONAL UNION FOR THE SCIENTIFIC STUDY OF POPULATION

The activities of the International Union for the Scientific Study of Population (IUSSP) have included the convening of a conference entitled "Women's Position and Demographic Change in the Course of Development" in 1989 and the establishment of a research committee, Gender and Population. Publications include the proceedings of the 1989 conference and *The Status of Women, Population and Development.*

66. INTERNATIONAL UNION OF FOOD SCIENCE AND TECHNOLOGY

Very few women are involved in the International Union of Food Science and Technology (IUFoST), which, although it has made statements of intent, has no specific programmes focusing on women. A recent *Newsletter* contained an editorial on women, and efforts are being made to increase women's participation in IUFoST in recognition of their important role in agriculture and food production in developing countries, as well as of the lack of women involved in mainstream activities in food and technology in developing countries. IUFoST would appreciate receiving practical advice on how to improve the status of women in its membership, leadership and activities.

67. LIBERAL INTERNATIONAL

Liberal International, a political association, holds an annual meeting on women in connection with the Liberal International Congress. The subject of the 1990 meeting at Helsinki is "Women and development". Although Liberal International is only an informal grouping, there are plans to form a permanent women's organization.

68. MINORITY RIGHTS GROUP

The Minority Rights Group issues publications on minority peoples. Although it is not working on any specific project that focuses mainly on women, the Group is interested in minority women and has issued occasional publications on their situation, for instance, *Women in Sub-Saharan Africa* in 1988.

69. THE SALVATION ARMY

All the positions in the Salvation Army, which aims at advancing the Christian religion, and education and relieving poverty in 91 countries, are open to women and its current international leader is a woman. Training programmes prepare women for future leadership and it is planned to extend them in order to pursue and implement further the policy of equality. At every level of administration, a woman officer is appointed to direct the interests of women. The 8,655 women's meetings, held in most places weekly, have a total membership throughout the world of 100,966. An international house magazine focuses exclusively on women's interests.

70. TRICKLE UP PROGRAM

Trickle Up Program works to promote international development at the grass-roots level by providing grants for the investment of time in profit-making enterprises with the aim of giving the poorest of the poor the opportunity of helping themselves out of poverty and thereby of eliminating poverty throughout the world. Since its inception in 1979, the Program has helped to initiate over 16,000 enterprises in 86 countries. The Program needs to involve women, many of whom have never earned money for the work they do. More than one half of those who plan and work in these enterprises are women and more than one half of the group leaders are women. Articles on women are included in the *Newsletter*, which is published three times a year.

71. WORLD ASSEMBLY OF YOUTH

The main activity area of the World Assembly of Youth is youth, including young women's participation in development. The Assembly seeks to involve young women in development-related activities and promotion and to increase young women's participation in national youth councils and organizations. In order to integrate young women into national-level development management and to enhance their status through education, current activities include: training of young women in development

management; involving young women in health-related activities in co-operation with the World Health Organization; carrying out sexuality and pregnancy programmes for young mothers and teenage girls, and educating them about AIDS prevention programmes. In Asia and the Caribbean, young women not only participate in national youth councils and movements to an increasing extent, but they are also elected to positions of responsibility. Efforts are still needed to produce results in Africa.

72. WORLD FEDERATION OF CHRISTIAN LIFE COMMUNITIES

The World Federation of Christian Life Communities (WFCLC), a lay community within the Catholic Church, has no specific activities with regard to the status and advancement of women. However, within WFCLC in 50 countries, there are equal opportunities for women and men at all levels. Women members have been and are national presidents in various countries and occupy positions in the international Executive Council. In the magazine *Progressio*, of the World Secretariat, there is a policy to avoid sexist language. The consciousness of women's issues varies from country to country. Many women and men are involved in justice-related issues, which are not always confined to women as such. In some countries, members join with others in single issue campaigns that concern the rights of women.

73. WORLD ORGANIZATION OF THE SCOUT MOVEMENT

Scouting is a world-wide, voluntary, non-political and educational movement for young people. Its purpose is to contribute to the full development of young people through a clearly defined, active method of progressive education, and in most of the associations in the developing world, community development is part of the programme. In many countries, scouting is open to both boys and girls. In countries where this is not the case, many of the projects either directly or indirectly benefit girls and women.

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